

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		315 244	339 953	362 820	430 304	414 861	402 526	505 611	540 300	574 958
Pension and UIF Contributions		19 499	20 109	19 531	26 894	26 498	27 372	27 266	30 091	32 057
Medical Aid Contributions		4 604	6 479	8 419	8 800	8 775	12 433	10 927	11 574	12 269
Motor Vehicle Allowance		63 281	64 425	69 896	96 533	96 382	97 418	97 442	103 540	110 118
Cellphone Allowance		9 464	13 179	15 036	24 331	24 494	25 670	29 187	30 553	32 568
Housing Allowances		2 370	2 846	2 678	5 289	5 421	5 425	5 533	5 859	6 212
Other benefits and allowances		10 811	14 437	16 972	16 129	14 297	10 390	22 201	21 360	22 911
Sub Total - Councillors		408 048	443 237	475 672	590 408	572 623	563 130	678 571	722 723	769 258
% increase	4		8.6%	7.3%	24.1%	(3.0%)	(1.7%)	20.5%	6.5%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		145 707	154 535	169 616	264 803	250 700	232 575	285 974	300 452	319 148
Pension and UIF Contributions		14 132	15 386	15 990	19 994	20 669	20 392	34 548	36 451	38 671
Medical Aid Contributions		1 742	1 794	1 222	1 795	1 066	1 296	3 148	2 766	2 939
Overtime				84	7	22	22	184	25	27
Performance Bonus		8 573	6 773	9 251	19 915	18 210	17 463	21 349	22 555	23 982
Motor Vehicle Allowance		23 989	27 533	30 897	35 878	34 420	35 622	33 503	35 645	37 941
Cellphone Allowance		3 418	3 331	2 694	1 758	1 631	1 562	3 647	2 999	3 187
Housing Allowances		1 735	2 306	2 262	4 577	3 903	3 794	3 001	3 162	3 333
Other benefits and allowances		9 801	12 329	12 504	13 026	11 841	11 787	7 205	7 634	8 063
Payments in lieu of leave		1 669	1 486	1 088	3 778	3 850	3 794	1 920	1 832	1 913
Long service awards		189	1 066			24	34		0	
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		201 983	215 405	235 157	354 395	335 199	317 203	368 741	388 302	412 472
% increase	4		6.6%	9.2%	50.7%	(5.4%)	(5.4%)	16.2%	5.3%	6.2%
Other Municipal Staff										
Basic Salaries and Wages		6 094 826	7 314 341	7 502 522	9 199 123	9 027 524	8 638 210	10 155 057	10 892 533	11 702 634
Pension and UIF Contributions		1 246 201	1 333 326	1 445 782	1 803 594	1 758 128	1 731 114	2 122 824	2 254 754	2 410 256
Medical Aid Contributions		480 421	659 400	811 974	871 803	857 218	849 675	858 331	913 370	978 040
Overtime		614 801	588 981	673 300	599 986	651 745	619 703	753 672	825 283	878 017
Performance Bonus		60 383	92 749	87 312	109 233	105 009	99 729	153 173	164 625	175 261
Motor Vehicle Allowance		325 463	352 773	384 714	462 318	469 610	452 549	537 578	546 760	584 018
Cellphone Allowance		19 416	23 589	41 689	51 732	51 723	57 642	54 683	67 506	72 078
Housing Allowances		38 063	36 997	39 366	53 632	63 649	55 549	103 234	110 194	118 028
Other benefits and allowances		199 752	237 333	233 174	240 833	272 905	234 886	368 887	407 002	434 380
Payments in lieu of leave		276 252	117 401	100 697	109 903	111 007	105 914	123 617	130 976	139 854
Long service awards		46 468	74 128	33 109	35 921	34 822	35 183	25 498	57 369	60 978
Post-retirement benefit obligations		103 079	161 440	378 182	162 816	149 733	137 743	172 681	184 888	197 360
Sub Total - Other Municipal Staff		9 260 012	10 650 105	11 383 008	13 269 570	13 117 352	12 582 178	14 978 354	16 089 443	17 252 135
% increase	4		15.0%	6.9%	16.6%	(1.1%)	(4.1%)	19.0%	7.4%	7.2%
Total Parent Municipality		9 870 043	11 308 746	12 093 614	14 213 704	14 024 507	13 461 844	16 024 952	17 199 707	18 433 053
% increase	4		14.6%	6.9%	17.5%	(1.3%)	(4.0%)	19.0%	7.3%	7.2%
Board Members of Entities										
Basic Salaries and Wages					25	851	851	18 169	19 555	21 051
Pension and UIF Contributions		271 310	371 679	379 387	461 669	466 296	466 296	469 343	516 403	552 512
Medical Aid Contributions										
Overtime								513	554	598
Performance Bonus								1 322	1 428	1 542
Motor Vehicle Allowance						23	21	2 206	2 381	2 571
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			2	2	2	2	2	2	2	2
Board Fees		969	1 153	456	1 434	1 547	1 542	1 673	1 757	1 844
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		969	1 154	458	1 461	2 422	2 416	26 932	28 967	31 163
% increase	4		19.1%	(60.4%)	219.3%	65.8%	(0.3%)	1014.8%	7.6%	7.6%
Senior Managers of Entities										
Basic Salaries and Wages		12 353	13 638	16 648	19 744	21 607	21 364	23 398	24 884	26 480
Pension and UIF Contributions		929	1 186	2 045	1 318	1 991	1 991	2 299	2 478	2 672
Medical Aid Contributions		116	133	328	154	398	398	420	451	485
Overtime		80	42		80	37	37	27	29	31
Performance Bonus		166	123	1 245	142	190	182	97	105	114
Motor Vehicle Allowance		18	18	466	18	18	18	19	21	22
Cellphone Allowance		53	49	96	37	197	1 143	1 271	1 359	1 455
Housing Allowances					19	292				
Other benefits and allowances		24	1 029	838	816	836	19	164	173	181
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		13 738	16 219	21 665	22 328	25 566	25 152	27 695	29 500	31 442
% increase	4		18.1%	33.6%	3.1%	14.5%	(1.6%)	10.1%	6.5%	6.6%
Other Staff of Entities										
Basic Salaries and Wages		82 496	88 326	92 570	117 964	113 013	111 695	126 552	136 115	146 439
Pension and UIF Contributions		6 911	8 247	8 729	13 176	12 144	12 138	10 908	11 781	12 723
Medical Aid Contributions		2 573	2 064	2 098	999	2 615	2 604	2 650	2 872	3 110
Overtime		3 840	3 973	2 596	2 486	2 503	784	951	1 023	1 100
Performance Bonus		2 755	115	3 902	207	216	208	271	288	306
Motor Vehicle Allowance		41	54	54	72	72	72	69	76	82
Cellphone Allowance		8	11	11	30	1 446	3 087	2 524	2 741	2 973
Housing Allowances		17	19	23	33	2 095	1 990	4 479	4 864	5 277
Other benefits and allowances		3 721	2 270	4 108	2 900	3 676	292	332	360	391
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		102 361	105 079	114 090	137 867	137 779	132 869	148 737	160 119	172 402
% increase	4		2.7%	8.6%	20.8%	(0.1%)	(3.6%)	11.9%	7.7%	7.7%
Total Municipal Entities		117 068	122 453	136 213	161 656	165 767	160 437	203 363	218 586	235 006
TOTAL SALARY, ALLOWANCES & BENEFITS		9 987 111	11 431 199	12 229 828	14 375 360	14 190 274	13 622 281	16 228 315	17 418 293	18 668 059
% increase	4		14.5%	7.0%	17.5%	(1.3%)	(4.0%)	19.1%	7.3%	7.2%
TOTAL MANAGERS AND STAFF	5	9 578 093	10 986 808	11 753 920	13 784 159	13 615 897	13 057 403	15 523 526	16 667 364	17 868 450

Kwazulu-Natal: eThekwinini(ETH) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		52 046	54 978	57 650	58 205	58 205	64 886	71 169	76 563	82 360
Pension and UIF Contributions		5 766	6 154	6 498	7 102	7 102	8 042	5 156	6 659	7 194
Medical Aid Contributions		2 933	4 066	4 430	1 792	1 792	5 138	3 570	3 758	3 956
Motor Vehicle Allowance		20 657	21 472	23 039	23 079	23 079	23 474	18 844	20 200	21 649
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		7 136	8 052	9 178	8 376	8 376	4 528	7 214	7 903	8 645
Sub Total - Councillors		88 538	94 721	100 795	98 554	98 554	106 068	105 953	115 083	123 805
% increase	4		7.0%	6.4%	(2.2%)		7.6%	(0.1%)	8.6%	7.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	14 847	15 203	20 233	25 530	25 530	25 530	22 680	24 128	25 679
Pension and UIF Contributions		1 250	1 774	1 956	3 209	3 209	3 209	1 947	2 083	2 227
Medical Aid Contributions		270	352	521	620	620	620	714	765	819
Overtime										
Performance Bonus		1 100	1 099	1 483	1 787	1 787	1 787	1 302	1 393	1 481
Motor Vehicle Allowance		2 950	3 436	4 784	6 984	6 984	6 984	2 821	3 001	3 194
Cellphone Allowance								104	110	116
Housing Allowances										
Other benefits and allowances		1 850	2 151	2 005	3 380	3 380	3 380	705	752	802
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		22 267	24 015	30 983	41 510	41 510	41 510	30 273	32 232	34 318
% increase	4		7.9%	29.0%	34.0%			(27.1%)	6.5%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		3 918 901	4 925 412	4 778 975	5 680 923	5 627 710	5 343 098	6 128 734	6 553 322	7 011 879
Pension and UIF Contributions		757 433	787 363	883 285	1 002 863	1 000 829	1 002 863	1 101 897	1 180 514	1 263 769
Medical Aid Contributions		276 118	406 979	453 858	522 601	519 921	522 601	513 644	552 881	593 582
Overtime		438 708	368 033	416 438	356 001	380 744	356 001	486 983	523 724	557 754
Performance Bonus								12 383	12 412	13 280
Motor Vehicle Allowance		186 519	179 653	201 581	218 291	224 161	218 291	277 213	296 197	316 690
Cellphone Allowance		14 079	15 629	16 477	17 940	18 029	17 940	19 809	21 100	22 578
Housing Allowances		17 884	18 389	18 458	19 030	26 598	19 030	62 427	66 782	71 472
Other benefits and allowances		29 359	68 986	63 376	70 884	99 548	90 788	90 788	97 070	103 723
Payments in lieu of leave		182 469	13 051	15 000	16 500	16 512	16 500	17 738	19 068	20 021
Long service awards		292	994	777	758	769	758	767	805	845
Post-retirement benefit obligations		78 816	61 773	284 895	124 258	124 258	121 519	150 899	161 462	172 764
Sub Total - Other Municipal Staff		5 900 578	6 846 262	7 133 120	8 030 051	8 039 079	7 689 486	8 863 280	9 485 336	10 148 357
% increase	4		16.0%	4.2%	12.6%	0.1%	(4.3%)	15.3%	7.0%	7.0%
Total Parent Municipality		6 011 383	6 964 998	7 264 898	8 170 115	8 179 143	7 837 064	8 999 506	9 632 651	10 306 479
% increase	4		15.9%	4.3%	12.5%	0.1%	(4.2%)	14.8%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		969	999		962	947	972	1 026	1 077	1 131
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		969	999		962	947	972	1 026	1 077	1 131
% increase	4		3.1%	(100.0%)		(1.6%)	2.6%	5.6%	5.0%	5.0%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		10 412	11 194	11 952	13 177	13 882	13 881	15 077	16 252	17 520
Pension and UIF Contributions		929	1 092	1 825	1 318	1 991	1 991	2 299	2 478	2 672
Medical Aid Contributions		107	123	315	140	384	384	405	435	467
Overtime		80	42		80	37	37	27	29	31
Performance Bonus				1 239		31	31	70	76	82
Motor Vehicle Allowance				22						
Cellphone Allowance				57		160	1 108	1 234	1 320	1 414
Housing Allowances						292				
Other benefits and allowances			634		816	816				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		11 528	13 085	15 410	15 531	17 592	17 432	19 111	20 589	22 187
% increase	4		13.5%	17.8%	0.8%	13.3%	(0.9%)	9.6%	7.7%	7.8%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		79 916	84 997	88 252	111 159	104 529	103 373	116 568	125 648	135 453
Pension and UIF Contributions		6 753	8 051	8 488	12 860	11 852	11 851	10 588	11 437	12 352
Medical Aid Contributions		2 140	1 575	1 501	180	1 866	1 866	1 820	1 976	2 145
Overtime		3 368	3 431	2 109	1 702	1 702				
Performance Bonus		2 720		3 758		32	32	72	78	85
Motor Vehicle Allowance										
Cellphone Allowance						1 416	3 057	2 496	2 711	2 942
Housing Allowances						2 067	1 964	4 450	4 833	5 244
Other benefits and allowances		3 455	2 024	2 869	2 602	3 382				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		98 352	100 078	106 977	128 503	126 846	122 143	135 994	146 683	158 221
% increase	4		1.8%	6.9%	20.1%	(1.3%)	(3.7%)	11.3%	7.9%	7.9%
Total Municipal Entities		110 849	114 162	122 387	144 996	145 385	140 547	156 130	168 350	181 539
TOTAL SALARY, ALLOWANCES & BENEFITS		6 122 232	7 079 160	7 387 285	8 315 111	8 324 528	7 977 611	9 155 636	9 801 001	10 488 018
% increase	4		15.6%	4.4%	12.6%	0.1%	(4.2%)	14.8%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	6 032 725	6 983 440	7 286 490	8 215 595	8 225 027	7 870 571	9 048 657	9 684 840	10 363 082

Kwazulu-Natal: Umdoni(KZN212) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		3 904	4 177	6 296	4 731	4 731	4 731	5 071	5 325	5 591
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 139	1 144		1 537	1 537	1 537	1 648	1 730	1 816
Cellphone Allowance		316	318		515	515	515	552	579	608
Housing Allowances										
Other benefits and allowances			49			56	56	60	63	66
Sub Total - Councillors		5 359	5 688	6 296	6 782	6 838	6 838	7 331	7 697	8 082
% increase	4		6.1%	10.7%	7.7%	0.8%		7.2%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 537	3 680	3 679	4 655	4 655	4 655	4 714	4 950	5 197
Pension and UIF Contributions			9							
Medical Aid Contributions										
Overtime										
Performance Bonus		139		239	388	388	388	393	412	433
Motor Vehicle Allowance			45							
Cellphone Allowance			54			15	15	222	233	245
Housing Allowances										
Other benefits and allowances			40					15	16	17
Payments in lieu of leave			154	90						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 676	3 982	4 009	5 043	5 058	5 058	5 344	5 611	5 892
% increase	4		(14.8%)	0.7%	25.8%	0.3%		5.7%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		36 134	38 915	46 463	45 693	43 978	43 978	47 463	49 836	52 328
Pension and UIF Contributions		9 852	6 803	10 292	11 253	10 161	10 161	10 735	11 272	11 836
Medical Aid Contributions			2 411							
Overtime		1 449	1 593	1 588	1 343	1 551	1 551	1 698	1 783	1 872
Performance Bonus		2 499	2 696		3 027	2 563	2 563	3 009	3 159	3 317
Motor Vehicle Allowance		361		276						
Cellphone Allowance			100		169	169	169	206	216	227
Housing Allowances		98	104	110	113	130	130	153	160	168
Other benefits and allowances			879	2 920	267	1 666	1 666	1 146	1 203	1 263
Payments in lieu of leave			512							
Long service awards			361							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		50 395	54 373	61 650	61 865	60 218	60 218	64 409	67 630	71 011
% increase	4		7.9%	13.4%	0.3%	(2.7%)		7.0%	5.0%	5.0%
Total Parent Municipality		60 430	64 043	71 954	73 690	72 114	72 114	77 084	80 938	84 985
% increase	4		6.0%	12.4%	2.4%	(2.1%)		6.9%	5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		60 430	64 043	71 954	73 690	72 114	72 114	77 084	80 938	84 985
% increase	4		6.0%	12.4%	2.4%	(2.1%)		6.9%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	55 071	58 355	65 658	66 907	65 275	65 275	69 754	73 241	76 903

Kwazulu-Natal: Umzumbe(KZN213) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		10 828	11 387		8 412	8 412	8 412	8 962	9 446	9 956
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 804	2 804	2 804	2 933	3 092	3 258
Cellphone Allowance					884	884	884	772	814	858
Housing Allowances										
Other benefits and allowances					421	771	771	627	661	696
Sub Total - Councillors		10 828	11 387		12 521	12 871	12 871	13 294	14 012	14 768
% increase	4		5.2%	(100.0%)		2.8%		3.3%	5.4%	5.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 820	2 942		5 057	5 057	5 057	3 955	4 169	4 394
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		34	534		708	708	708	738	778	820
Motor Vehicle Allowance								1 318	1 390	1 465
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		978	1 250		251	251	251	303	319	336
Payments in lieu of leave			164							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 832	4 890		6 015	6 015	6 015	6 315	6 656	7 015
% increase	4		27.6%	(100.0%)				5.0%	5.4%	5.4%
Other Municipal Staff										
Basic Salaries and Wages		14 105	17 020		21 779	21 779		26 881	26 166	27 579
Pension and UIF Contributions		1 452	1 776		3 438	3 438		3 957	4 171	4 396
Medical Aid Contributions		619	837		1 539	1 539		1 624	1 712	1 805
Overtime		324	502		300	400		400	422	444
Performance Bonus										
Motor Vehicle Allowance					3 853	3 853		3 853	4 061	4 280
Cellphone Allowance										
Housing Allowances					41	51		41	43	45
Other benefits and allowances		5 054	5 939		3 625	3 435		4 692	4 945	5 211
Payments in lieu of leave		902	465							
Long service awards								20	21	22
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		22 456	26 539		34 574	34 494		41 468	41 540	43 782
% increase	4		18.2%	(100.0%)		(0.2%)	(100.0%)		0.2%	5.4%
Total Parent Municipality		37 116	42 815		53 110	53 380	18 886	61 076	62 207	65 565
% increase	4		15.4%	(100.0%)		0.5%	(64.6%)	223.4%	1.9%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 116	42 815		53 110	53 380	18 886	61 076	62 207	65 565
% increase	4		15.4%	(100.0%)		0.5%	(64.6%)	223.4%	1.9%	5.4%
TOTAL MANAGERS AND STAFF	5	26 289	31 429		40 589	40 509	6 015	47 782	48 195	50 797

Kwazulu-Natal: uMuziwabantu(KZN214) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 041	4 518	4 513	4 478	4 478	4 478	6 240	6 628	6 959
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 157	1 040	1 328	1 199	1 199	1 199	812	853	896
Cellphone Allowance		252	276	396	465	465	465	447	469	492
Housing Allowances										
Other benefits and allowances					470	470	470	575	528	555
Sub Total - Councillors		5 450	5 834	6 238	6 612	6 612	6 612	8 074	8 478	8 902
% increase	4		7.0%	6.9%	6.0%			22.1%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 301	1 981	3 187	5 315	5 315	5 315	5 456	5 783	6 130
Pension and UIF Contributions		7	54	8	11	11	11	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		35	364	163				86	91	97
Cellphone Allowance		72						96	102	108
Housing Allowances										
Other benefits and allowances					1	1	1	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 415	2 399	3 358	5 327	5 327	5 327	5 649	5 988	6 348
% increase	4		(0.6%)	40.0%	58.6%			6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		16 917	16 994	22 786	26 848	25 232	25 232	28 676	29 710	31 137
Pension and UIF Contributions		3 264	3 583	3 847	3 176	3 192	3 192	3 503	3 705	3 890
Medical Aid Contributions		985	1 088	3 625	4 617	4 632	4 632	4 963	5 250	5 512
Overtime		2 027	2 273	1 543	2 791	2 892	2 892	3 121	3 277	3 441
Performance Bonus										
Motor Vehicle Allowance		1 578	1 282	1 495	1 690	2 073	2 073	2 100	2 246	2 358
Cellphone Allowance		211			234	316	316	317	320	335
Housing Allowances		214	134	491	541	541	541	531	563	591
Other benefits and allowances		9	359	1 710	18	20	20	45	48	50
Payments in lieu of leave		370			473	473	473	500	462	485
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 573	25 714	35 497	40 388	39 373	39 373	43 757	45 580	47 799
% increase	4		0.5%	38.0%	13.8%	(2.5%)		11.1%	4.2%	4.9%
Total Parent Municipality		33 438	33 947	45 093	52 327	51 312	51 312	57 480	60 047	63 049
% increase	4		1.5%	32.8%	16.0%	(1.9%)		12.0%	4.5%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 438	33 947	45 093	52 327	51 312	51 312	57 480	60 047	63 049
% increase	4		1.5%	32.8%	16.0%	(1.9%)		12.0%	4.5%	5.0%
TOTAL MANAGERS AND STAFF	5	27 988	28 113	38 855	45 715	44 700	44 700	49 406	51 569	54 147

Kwazulu-Natal: Ray Nkonyeni(KZN216) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages								23 580	24 995	26 495
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								1 374	1 457	1 544
Housing Allowances										
Other benefits and allowances								493	523	554
Sub Total - Councillors								25 448	26 974	28 593
% increase	4								6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages								11 033	8 176	8 749
Pension and UIF Contributions								6		
Medical Aid Contributions										
Overtime										
Performance Bonus								799	704	754
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								298	275	294
Payments in lieu of leave								74		
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								12 209	9 156	9 796
% increase	4								(25.0%)	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								216 862	231 932	248 051
Pension and UIF Contributions								40 249	43 052	46 050
Medical Aid Contributions								20 860	22 315	23 871
Overtime								8 591	9 192	9 835
Performance Bonus								17 229	18 427	19 709
Motor Vehicle Allowance								11 525	12 325	13 181
Cellphone Allowance								1 937	2 072	2 216
Housing Allowances								3 043	3 255	3 483
Other benefits and allowances								7 598	8 128	8 695
Payments in lieu of leave								697	739	783
Long service awards								39	42	44
Post-retirement benefit obligations								161	170	181
Sub Total - Other Municipal Staff								328 791	351 650	376 099
% increase	4								7.0%	7.0%
Total Parent Municipality								366 448	387 780	414 488
% increase	4								5.8%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								366 448	387 780	414 488
% increase	4								5.8%	6.9%
TOTAL MANAGERS AND STAFF	5							341 000	360 805	385 895

Kwazulu-Natal: Ugu(DC21) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 606	3 547	4 106	4 741	4 137	3 930	4 385	4 604	4 834
Pension and UIF Contributions		239	240	241	266	212	201	225	236	248
Medical Aid Contributions		154	172	191	190	180	171	191	201	211
Motor Vehicle Allowance		2 217	2 049	2 266	2 250	3 699	3 514	4 073	4 277	4 491
Cellphone Allowance		232	297	346	325	346	329	346	363	382
Housing Allowances		1 333	1 411	1 467	1 571	1 827	1 736	1 937	2 033	2 135
Other benefits and allowances		67	67	74	74	41	39	44	46	48
Sub Total - Councillors		7 849	7 784	8 690	9 417	10 443	9 920	11 200	11 760	12 348
% increase	4		(0.8%)	11.6%	8.4%	10.9%	(5.0%)	12.9%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 174	2 665	3 307	3 772	3 541	3 364	3 620	3 801	3 991
Pension and UIF Contributions		94	152	300	301	252	240	258	271	285
Medical Aid Contributions		34	67	123	137	121	115	124	130	136
Overtime										
Performance Bonus				362		600	570	627	658	691
Motor Vehicle Allowance		1 411	859	1 383	1 430	1 476	1 403	1 569	1 648	1 730
Cellphone Allowance		8		76	88	82	78	82	86	90
Housing Allowances		514	180	633	727	668	635	708	744	781
Other benefits and allowances		197	75	131	57	50	48	200	210	220
Payments in lieu of leave		794						196	206	216
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 227	3 998	6 314	6 513	6 791	6 452	7 384	7 753	8 141
% increase	4		(35.8%)	57.9%	3.2%	4.3%	(5.0%)	14.5%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		130 472	147 324	161 479	176 388	183 276	174 112	198 506	208 432	218 853
Pension and UIF Contributions		24 005	25 260	28 034	26 419	29 267	27 804	32 629	34 261	35 974
Medical Aid Contributions		9 077	10 221	11 613	16 600	18 050	17 147	19 913	20 908	21 954
Overtime		28 678	20 811	23 712	21 065	24 121	22 915	24 000	25 200	26 460
Performance Bonus		11 093								
Motor Vehicle Allowance		12 474	10 924	10 847	9 500	11 914	11 318	12 910	13 555	14 233
Cellphone Allowance		396	909	1 404	1 265	1 498	1 423	1 595	1 675	1 758
Housing Allowances		623	865	646	902	1 149	1 092	1 225	1 287	1 351
Other benefits and allowances		18 410	15 573	14 607	14 858	16 338	15 521	15 443	16 215	17 026
Payments in lieu of leave		(794)		3 431	6 066	6 074	5 771	6 081	6 385	6 705
Long service awards		302	3 296	3 550	1 418	1 182	1 123	2 223	2 334	2 451
Post-retirement benefit obligations		3 270	3 106	1 789	896	896	851			
Sub Total - Other Municipal Staff		238 006	238 289	261 110	275 376	293 765	279 077	314 525	330 251	346 764
% increase	4		0.1%	9.6%	5.5%	6.7%	(5.0%)	12.7%	5.0%	5.0%
Total Parent Municipality		252 082	250 071	276 114	291 306	310 999	295 449	333 109	349 764	367 253
% increase	4		(0.8%)	10.4%	5.5%	6.8%	(5.0%)	12.7%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages					25					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance						23	21	25	26	28
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			2	2	2	2	2	2	2	2
Board Fees			154	456	472	600	570	647	679	713
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities			155	458	499	625	593	674	708	743
% increase	4			194.4%	9.1%	25.2%	(5.0%)	13.6%	5.0%	5.0%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		1 684	1 613	2 981	3 707	4 866	4 622	5 428	5 699	5 984
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		161	117		136	153	145	22	23	24
Motor Vehicle Allowance				426						
Cellphone Allowance		49	46	36	33	33	32	33	35	37
Housing Allowances					19					
Other benefits and allowances		24	141	353		20	19	164	173	181
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		1 918	1 917	3 795	3 895	5 072	4 819	5 647	5 929	6 226
% increase	4			98.0%	2.6%	30.2%	(5.0%)	17.2%	5.0%	5.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		1 045	1 415	2 115	3 525	3 233	3 071	4 324	4 540	4 767
Pension and UIF Contributions		40	56	83	123	98	93	111	117	123
Medical Aid Contributions		145	129	171	287	216	205	244	256	269
Overtime		127	167	201	327	344	327	355	372	391
Performance Bonus			85	122	182	160	152	172	180	189
Motor Vehicle Allowance										
Cellphone Allowance					16	16	15	16	16	17
Housing Allowances		17	19	23	33	27	26	29	31	32
Other benefits and allowances		86	31	1 012	48	45	42	44	46	49
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		1 461	1 902	3 726	4 539	4 138	3 931	5 295	5 559	5 837
% increase	4		30.2%	95.9%	21.8%	(8.8%)	(5.0%)	34.7%	5.0%	5.0%
Total Municipal Entities		3 379	3 975	7 979	8 934	9 835	9 343	11 616	12 197	12 806
TOTAL SALARY, ALLOWANCES & BENEFITS		255 460	254 046	284 094	300 240	320 833	304 792	344 725	361 961	380 059
% increase	4		(0.6%)	11.8%	5.7%	6.9%	(5.0%)	13.1%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	247 612	246 106	274 946	290 324	309 766	294 278	332 850	349 493	366 967

Kwazulu-Natal: uMshwathi(KZN221) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 167	4 624	4 828	5 200	5 200	5 200	5 500	5 900	6 313
Pension and UIF Contributions		403	447	449	510	510	510	540	578	620
Medical Aid Contributions										
Motor Vehicle Allowance		1 395	1 693	1 771	1 900	1 900	1 900	2 000	2 140	2 290
Cellphone Allowance		282	544	540	620	620	620	580	621	665
Housing Allowances										
Other benefits and allowances		48	58	63	75	75	75	80	86	92
Sub Total - Councillors		6 296	7 366	7 651	8 305	8 305	8 305	8 700	9 325	9 980
% increase	4		17.0%	3.9%	8.5%			4.8%	7.2%	7.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					4 300	4 300	4 300	4 650	4 900	5 200
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					500	500	500	500	530	561
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 800	4 800	4 800	5 150	5 430	5 761
% increase	4							7.3%	5.4%	6.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 152	27 716	33 145	29 620	32 470	32 470	33 000	35 009	37 151
Pension and UIF Contributions		3 629	4 166	5 422	6 097	6 097	6 097	7 033	7 457	7 914
Medical Aid Contributions		905	1 030	1 313	1 516	1 536	1 536	2 320	2 287	2 427
Overtime		714	719	659	660	670	670	880	987	1 047
Performance Bonus										
Motor Vehicle Allowance		1 448	1 961	2 453	2 920	3 790	3 790	3 730	3 954	4 201
Cellphone Allowance										
Housing Allowances		115	92	103	127	127	127	498	528	559
Other benefits and allowances		1 730	1 960	3 056	3 986	3 986	3 986	4 992	5 292	5 614
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		29 692	37 643	46 151	44 926	48 676	48 676	52 453	55 514	58 913
% increase	4			26.8%	(2.7%)	8.3%		7.8%	5.8%	6.1%
Total Parent Municipality		35 988	45 009	53 803	58 031	61 781	61 781	66 303	70 269	74 654
% increase	4		25.1%	19.5%	7.9%	6.5%		7.3%	6.0%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 988	45 009	53 803	58 031	61 781	61 781	66 303	70 269	74 654
% increase	4		25.1%	19.5%	7.9%	6.5%		7.3%	6.0%	6.2%
TOTAL MANAGERS AND STAFF	5	29 692	37 643	46 151	49 726	53 476	53 476	57 603	60 944	64 674

Kwazulu-Natal: uMngeni(KZN222) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 465	5 745	6 119	6 726	7 092	7 092	7 446	7 819	8 210
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 465	5 745	6 119	6 726	7 092	7 092	7 446	7 819	8 210
% increase	4		5.1%	6.5%	9.9%	5.4%		5.0%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 096	3 079	3 585	6 241	6 241	6 241	6 707	7 196	7 698
Pension and UIF Contributions			37		12	12	12	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			320	729	178	351	351			
Cellphone Allowance			43	80	114	114	114	114	120	126
Housing Allowances										
Other benefits and allowances								146	153	161
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 096	3 479	4 394	6 546	6 719	6 719	6 978	7 481	7 997
% increase	4		(15.1%)	26.3%	49.0%	2.6%		3.9%	7.2%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		46 337	42 602	53 036	60 744	53 818	53 818	58 589	64 442	68 887
Pension and UIF Contributions		7 312	8 910	10 365	11 215	11 430	11 430	10 191	10 925	11 679
Medical Aid Contributions		2 669	3 219	3 742	6 054	4 680	4 680	6 091	6 530	6 981
Overtime		3 935	3 918	5 563	4 418	5 840	5 840	6 016	6 449	6 894
Performance Bonus										
Motor Vehicle Allowance		534	1 155	2 964	3 459	3 597	3 597	3 509	3 762	4 021
Cellphone Allowance		47	202	314	375	341	341	312	334	358
Housing Allowances		203	183	248	752	586	586	674	723	773
Other benefits and allowances		14 171	2 690	4 790	5 371	5 616	5 616	5 832	6 028	6 476
Payments in lieu of leave			3 102	2 376	4 605	3 105	3 105	3 309	3 515	3 722
Long service awards										
Post-retirement benefit obligations					691	691	691	736	782	828
Sub Total - Other Municipal Staff		75 209	65 979	83 397	97 683	89 705	89 705	95 261	103 490	110 619
% increase	4		(12.3%)	26.4%	17.1%	(8.2%)		6.2%	8.6%	6.9%
Total Parent Municipality		84 770	75 203	93 910	110 956	103 515	103 515	109 686	118 789	126 825
% increase	4		(11.3%)	24.9%	18.2%	(6.7%)		6.0%	8.3%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		84 770	75 203	93 910	110 956	103 515	103 515	109 686	118 789	126 825
% increase	4		(11.3%)	24.9%	18.2%	(6.7%)		6.0%	8.3%	6.8%
TOTAL MANAGERS AND STAFF	5	79 305	69 458	87 791	104 229	96 423	96 423	102 239	110 971	118 615

Kwazulu-Natal: Mpofana(KZN223) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 818	1 903	1 547	1 343	1 616	1 616	1 579	1 616	1 616
Pension and UIF Contributions					218	218	218	237	218	218
Medical Aid Contributions										
Motor Vehicle Allowance					407	407	407	479	407	407
Cellphone Allowance					293	293	293	155	445	631
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 818	1 903	1 547	2 261	2 534	2 534	2 449	2 686	2 872
% increase	4		4.7%	(18.7%)	46.1%	12.1%		(3.4%)	9.7%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 385	1 610	2 117	2 254	2 254	2 254	2 254	2 254	2 254
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		862	926	1 256	1 032	1 032	1 032	1 032	1 032	1 032
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 247	2 536	3 373	3 286	3 286	3 286	3 286	3 286	3 286
% increase	4		12.9%	33.0%	(2.6%)					
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		11 780	14 263	17 844	15 078	15 406	15 406	18 577	20 815	22 406
Pension and UIF Contributions		2 793	3 283	3 774	3 707	3 707	3 707	4 375	4 690	5 013
Medical Aid Contributions		1 077	1 193	1 397	1 445	1 445	1 445	1 790	1 919	2 051
Overtime		1 112	561	1 323	1 631	1 631	1 631	500	500	500
Performance Bonus										
Motor Vehicle Allowance		291	847	2 016	618	618	618	405	433	463
Cellphone Allowance		93	36	26	31	31	31	41	44	47
Housing Allowances		35	83	104	106	106	106	353	378	404
Other benefits and allowances		4 108	2 386	2 455	3 267	3 267	3 267	3 582	3 950	4 329
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		21 289	22 652	28 939	25 883	26 211	26 211	29 622	32 729	35 214
% increase	4		6.4%	27.8%	(10.6%)	1.3%		13.0%	10.5%	7.6%
Total Parent Municipality		25 354	27 091	33 859	31 430	32 031	32 031	35 357	38 701	41 372
% increase	4		6.9%	25.0%	(7.2%)	1.9%		10.4%	9.5%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 354	27 091	33 859	31 430	32 031	32 031	35 357	38 701	41 372
% increase	4		6.9%	25.0%	(7.2%)	1.9%		10.4%	9.5%	6.9%
TOTAL MANAGERS AND STAFF	5	23 536	25 188	32 312	29 169	29 497	29 497	32 908	36 015	38 500

Kwazulu-Natal: Impendle(KZN224) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		540	951	1 956	1 206	1 209	1 209	1 282	1 358	1 440
Pension and UIF Contributions		177	214		301	302	302	320	340	360
Medical Aid Contributions										
Motor Vehicle Allowance		333	366		502	503	503	534	566	600
Cellphone Allowance		15	65		165	146	146	146	155	164
Housing Allowances										
Other benefits and allowances			23		25	25	25	25	27	28
Sub Total - Councillors		1 065	1 619	1 956	2 200	2 186	2 186	2 307	2 446	2 592
% increase	4		52.0%	20.8%	12.5%	(0.6%)		5.6%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages			1 959	2 157	2 487	2 521	2 521	2 674	2 835	3 005
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			475	454	492			522	553	587
Cellphone Allowance					10			10	10	11
Housing Allowances						492	492			
Other benefits and allowances			24	24	24	10	10	24	25	27
Payments in lieu of leave										
Long service awards						24	24			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 458	2 635	3 013	3 047	3 047	3 230	3 423	3 629
% increase	4			7.2%	14.4%	1.1%		6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 155	9 001	10 206	11 272	11 918	11 918	12 788	13 555	14 368
Pension and UIF Contributions		1 243	1 257	1 510	1 607	1 676	1 676	1 807	1 916	2 030
Medical Aid Contributions		371	598	720	693	693	693	693	735	779
Overtime		138	94	63	60	60	60			
Performance Bonus		594	705	806	927	950	950	1 025	1 087	1 152
Motor Vehicle Allowance		811			540	650	650	660	700	742
Cellphone Allowance			12	12	12	12	12	12	13	13
Housing Allowances		34	29	44	44	59	59	62	66	70
Other benefits and allowances			144	158	230	346	346	356	378	400
Payments in lieu of leave		(44)	1 008	130						
Long service awards			323	75						
Post-retirement benefit obligations		203								
Sub Total - Other Municipal Staff		13 505	13 170	13 724	15 386	16 364	16 364	17 404	18 448	19 555
% increase	4		(2.5%)	4.2%	12.1%	6.4%		6.4%	6.0%	6.0%
Total Parent Municipality		14 570	17 248	18 315	20 599	21 597	21 597	22 941	24 317	25 776
% increase	4		18.4%	6.2%	12.5%	4.8%		6.2%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		14 570	17 248	18 315	20 599	21 597	21 597	22 941	24 317	25 776
% increase	4		18.4%	6.2%	12.5%	4.8%		6.2%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	13 505	15 629	16 359	18 399	19 411	19 411	20 634	21 872	23 184

Kwazulu-Natal: Msunduzi(KZN225) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		24 099	27 114	22 127	29 523	29 523	29 523	28 637	30 355	32 176
Pension and UIF Contributions		2 597	2 782	3 203	3 496	3 496	3 496	3 614	3 831	4 061
Medical Aid Contributions		325	349	1 803	1 296	1 296	1 296	1 416	1 501	1 591
Motor Vehicle Allowance		5 338	5 718	5 821	6 333	6 333	6 333	7 292	7 729	8 193
Cellphone Allowance		947	1 015	1 588	1 565	1 565	1 565	2 034	2 156	2 285
Housing Allowances		115	123	115	137	137	137	41	43	46
Other benefits and allowances										
Sub Total - Councillors		33 422	37 100	34 657	42 350	42 350	42 350	43 033	45 615	48 352
% increase	4		11.0%	(6.6%)	22.2%			1.6%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 310	5 041	5 442	6 744	6 744	6 744	6 102	6 468	6 856
Pension and UIF Contributions		368	639	798	870	870	870	511	542	574
Medical Aid Contributions					20	20	20	60	64	68
Overtime										
Performance Bonus			280	604	360	360	360	382	404	429
Motor Vehicle Allowance		518	697	962	756	756	756	818	867	919
Cellphone Allowance		72			90	90	90	100	106	113
Housing Allowances			37	98	64	64	64	142	150	159
Other benefits and allowances		123	108	133				509	540	572
Payments in lieu of leave										
Long service awards									0	
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 392	6 803	8 038	8 904	8 904	8 904	8 624	9 142	9 690
% increase	4		26.2%	18.2%	10.8%			(3.1%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		486 237	489 887	555 632	723 011	723 011	723 011	698 784	737 111	841 338
Pension and UIF Contributions		32 720	9 379	10 767	16 945	16 945	16 945	134 410	142 475	151 023
Medical Aid Contributions		91 114	143 280	154 656	110 158	110 158	110 158	46 584	49 379	52 342
Overtime		19 375	30 263	38 098	32 271	32 271	32 271	51 413	54 498	57 768
Performance Bonus										
Motor Vehicle Allowance		14 009	36 189	40 026	52 435	52 435	52 435	14 308	15 167	16 077
Cellphone Allowance								2 843	3 014	3 195
Housing Allowances		3 972	2 972	3 026	9 351	9 351	9 351	4 323	4 583	4 858
Other benefits and allowances		14 747						49 944	52 940	56 117
Payments in lieu of leave										
Long service awards		16 770	22 763	22 289	3 461	3 461	3 461	18 100	19 186	20 338
Post-retirement benefit obligations			79 570	50 089						
Sub Total - Other Municipal Staff		678 945	814 304	874 582	947 631	947 631	947 631	1 020 710	1 078 353	1 203 054
% increase	4		19.9%	7.4%	8.4%			7.7%	5.6%	11.6%
Total Parent Municipality		717 758	858 207	917 278	998 886	998 886	998 886	1 072 368	1 133 110	1 261 096
% increase	4		19.6%	6.9%	8.9%			7.4%	5.7%	11.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		257	285	308	409	409	409	442	482	525
Pension and UIF Contributions										
Medical Aid Contributions		9	10	13	14	14	14	15	17	18
Overtime										
Performance Bonus		5	6	6	6	6	6	6	7	8
Motor Vehicle Allowance		18	18	18	18	18	18	19	21	22
Cellphone Allowance		4	4	4	4	4	4	4	4	5
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		292	323	348	451	451	451	486	530	578
% increase	4		10.5%	7.8%	29.4%			7.8%	9.1%	9.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		1 535	1 915	2 203	2 749	2 749	2 749	2 969	3 236	3 527
Pension and UIF Contributions		117	140	158	194	194	194	209	228	248
Medical Aid Contributions		288	359	426	533	533	533	586	639	696
Overtime		345	375	286	457	457	457	597	650	709
Performance Bonus		35	30	22	25	25	25	27	29	32
Motor Vehicle Allowance		41	54	54	72	72	72	69	76	82
Cellphone Allowance		8	11	11	14	14	14	12	13	14
Housing Allowances										
Other benefits and allowances		180	215	227	250	250	250	288	314	342
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 548	3 099	3 387	4 293	4 293	4 293	4 757	5 185	5 651
% increase	4		21.6%	9.3%	26.8%			10.8%	9.0%	9.0%
Total Municipal Entities		2 840	3 422	3 735	4 744	4 744	4 744	5 243	5 715	6 229
TOTAL SALARY, ALLOWANCES & BENEFITS		720 598	861 629	921 013	1 003 630	1 003 630	1 003 630	1 077 610	1 138 825	1 267 326
% increase	4		19.6%	6.9%	9.0%			7.4%	5.7%	11.3%
TOTAL MANAGERS AND STAFF	5	687 177	824 529	886 356	961 280	961 280	961 280	1 034 577	1 093 210	1 218 974

Kwazulu-Natal: Mkhambathini(KZN226) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 638	4 101	4 122	4 800	4 800	4 800	5 088	5 383	5 695
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 638	4 101	4 122	4 800	4 800	4 800	5 088	5 383	5 695
% increase	4		12.7%	0.5%	16.5%			6.0%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages			3 976	4 892	4 256	4 256	4 256	4 215	4 460	4 718
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		50			42	42	42	50	53	56
Housing Allowances		41								
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		92	3 976	4 892	4 298	4 298	4 298	4 266	4 513	4 775
% increase	4		4243.0%	23.0%	(12.1%)			(0.8%)	5.8%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 066	11 850	12 250	15 780	15 780	15 780	14 971	15 839	16 758
Pension and UIF Contributions		1 942	1 660	3 455	2 223	2 223	2 223	3 522	3 726	3 943
Medical Aid Contributions		607	626	620	833	833	833	1 522	1 610	1 692
Overtime		735	757	710	855	855	855	1 060	1 121	1 187
Performance Bonus			1 390	917	828	828	828	1 544	1 634	1 729
Motor Vehicle Allowance		133	91	359	318	318	318			
Cellphone Allowance		28	15	60	52	52	52	66	70	74
Housing Allowances		35	33	42	52	52	52	97	102	108
Other benefits and allowances		1 079	109	268	90	90	90	8	9	9
Payments in lieu of leave		899	509	411	423	423	423			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		17 524	17 039	19 092	21 454	21 454	21 454	22 790	24 112	25 499
% increase	4		(2.8%)	12.0%	12.4%			6.2%	5.8%	5.8%
Total Parent Municipality		21 254	25 116	28 105	30 552	30 552	30 552	32 144	34 008	35 969
% increase	4		18.2%	11.9%	8.7%			5.2%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		21 254	25 116	28 105	30 552	30 552	30 552	32 144	34 008	35 969
% increase	4		18.2%	11.9%	8.7%			5.2%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	17 615	21 015	23 984	25 752	25 752	25 752	27 056	28 625	30 274

Kwazulu-Natal: Richmond(KZN227) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		3 477	3 751	4 013	4 473	4 280	4 280	4 642	4 920	5 215
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 477	3 751	4 013	4 473	4 280	4 280	4 642	4 920	5 215
% increase	4		7.9%	7.0%	11.5%	(4.3%)		8.4%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 004	3 368	3 841	4 469	4 487	4 487	4 801	5 089	5 395
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					626	386	386	672	713	755
Motor Vehicle Allowance					450	604	604	672	712	755
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 004	3 368	3 841	5 545	5 477	5 477	6 146	6 514	6 905
% increase	4		68.1%	14.0%	44.3%	(1.2%)		12.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		11 329	14 245	23 599	20 436	19 224	19 224	22 175	23 775	25 490
Pension and UIF Contributions		2 041	2 467	2 969	2 969	3 158	3 158	3 225	3 451	3 692
Medical Aid Contributions		912	865	1 637	1 637	1 463	1 463	1 527	1 634	1 748
Overtime		447	222		125	461	461	30	32	34
Performance Bonus		969	1 053	1 697	1 697	1 220	1 220	1 847	1 983	2 129
Motor Vehicle Allowance		705	694	832	832	914	914	840	906	976
Cellphone Allowance		104	179	243	243	242	242	269	288	308
Housing Allowances		33	36	43	43	53	53	50	54	58
Other benefits and allowances		605	439	910	910	1 151	1 151	1 246	1 333	1 426
Payments in lieu of leave		823	909	1 000	1 000	1 150	1 150	900	963	1 030
Long service awards		367	246	400	400	400	400	400	428	458
Post-retirement benefit obligations		1 676	135	1 300	1 300	1 300	1 300	1 000	1 070	1 145
Sub Total - Other Municipal Staff		20 009	21 491	23 599	31 593	30 736	30 736	33 508	35 915	38 494
% increase	4		7.4%	9.8%	33.9%	(2.7%)		9.0%	7.2%	7.2%
Total Parent Municipality		25 490	28 610	31 453	41 611	40 493	40 493	44 295	47 350	50 615
% increase	4		12.2%	9.9%	32.3%	(2.7%)		9.4%	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 490	28 610	31 453	41 611	40 493	40 493	44 295	47 350	50 615
% increase	4		12.2%	9.9%	32.3%	(2.7%)		9.4%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	22 013	24 859	27 440	37 138	36 213	36 213	39 654	42 429	45 399

Kwazulu-Natal: uMgungundlovu(DC22) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 466	9 944	10 836	12 327	12 327	12 327	13 189	13 928	14 764
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 466	9 944	10 836	12 327	12 327	12 327	13 189	13 928	14 764
% increase	4		5.1%	9.0%	13.8%			7.0%	5.6%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 663			6 196	6 196	2 106	6 671	7 071	7 467
Pension and UIF Contributions		372						9	9	10
Medical Aid Contributions							213			
Overtime										
Performance Bonus		259			874	874	157	942	999	1 055
Motor Vehicle Allowance		879					463			
Cellphone Allowance										
Housing Allowances							3			
Other benefits and allowances		16			62	62	11	67	71	75
Payments in lieu of leave		99								
Long service awards							10			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 287			7 133	7 133	2 962	7 690	8 151	8 607
% increase	4		(100.0%)				(58.5%)	159.6%	6.0%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		81 979	91 456	98 582	110 681	110 681	110 681	98 376	113 080	119 893
Pension and UIF Contributions		21 830	22 634	23 894	51 530	41 530	41 530	31 876	53 442	56 649
Medical Aid Contributions		12 338	1 637	13 116	10 875	10 875	10 875	11 527	12 173	12 903
Overtime		4 236	7 284	8 045	7 643	7 643	7 643	8 101	8 555	9 068
Performance Bonus		6 514	7 702	8 353	8 885	8 885	8 885	9 403	9 926	10 525
Motor Vehicle Allowance		12 520	12 993	14 052	12 428	12 428	12 428	12 981	13 708	14 530
Cellphone Allowance		22	22	35	22	22	22	23	24	26
Housing Allowances		590	592	794	811	811	811	736	777	824
Other benefits and allowances		2 169	2 571	6 316				9 470	10 000	10 600
Payments in lieu of leave		(1 485)	4 105	1 468						
Long service awards		10 699	6 180	(1 425)	1 361	1 361	1 361	1 508	1 593	1 688
Post-retirement benefit obligations				2 921	6 683	6 683	6 683			
Sub Total - Other Municipal Staff		151 411	157 176	176 152	210 919	200 919	200 919	184 002	223 278	236 707
% increase	4		3.8%	12.1%	19.7%	(4.7%)		(8.4%)	21.3%	6.0%
Total Parent Municipality		166 164	167 120	186 988	230 379	220 379	216 208	204 881	245 357	260 078
% increase	4		0.6%	11.9%	23.2%	(4.3%)	(1.9%)	(5.2%)	19.8%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		166 164	167 120	186 988	230 379	220 379	216 208	204 881	245 357	260 078
% increase	4		0.6%	11.9%	23.2%	(4.3%)	(1.9%)	(5.2%)	19.8%	6.0%
TOTAL MANAGERS AND STAFF	5	156 698	157 176	176 152	218 052	208 052	203 881	191 692	231 429	245 314

Kwazulu-Natal: Okhahlamba(KZN235) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		4 762		5 033	5 033	6 004	6 004	6 003	6 400	6 848
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 597		1 702	1 888	2 006	2 006	2 001	2 172	2 324
Cellphone Allowance		321		370	370	536	536	584	619	662
Housing Allowances										
Other benefits and allowances		103		49	49	63	63	63	67	75
Sub Total - Councillors		6 783		7 154	7 340	8 608	8 608	8 651	9 258	9 909
% increase	4		(100.0%)		2.6%	17.3%		0.5%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 666		2 196						
Pension and UIF Contributions				127						
Medical Aid Contributions				17						
Overtime										
Performance Bonus				325						
Motor Vehicle Allowance		443		548						
Cellphone Allowance										
Housing Allowances		263		288						
Other benefits and allowances		28		37						
Payments in lieu of leave		5								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 404		3 539						
% increase	4		(100.0%)		(100.0%)					
Other Municipal Staff										
Basic Salaries and Wages		16 027		25 477	25 885	31 019	31 019	35 682	29 788	31 388
Pension and UIF Contributions		3 333		4 726	4 904	5 582	5 582	6 337	5 154	5 430
Medical Aid Contributions		651		980	1 022	1 097	1 097	1 843	1 029	1 084
Overtime		924		969	1 033	2 031	2 031	1 322	1 090	1 148
Performance Bonus						551	551	660		
Motor Vehicle Allowance		1 095		1 583	1 617	2 332	2 332	2 324	2 498	2 633
Cellphone Allowance										
Housing Allowances				66	57	510	510	653	399	420
Other benefits and allowances		2 749		2 467	2 830	3 977	3 977	4 174	3 645	3 842
Payments in lieu of leave		408		909	924	481	481	1 126	972	1 025
Long service awards		121		204	217	230	230	234	229	241
Post-retirement benefit obligations				91	120	120	120		126	133
Sub Total - Other Municipal Staff		25 308		37 474	38 609	47 929	47 929	54 355	44 929	47 345
% increase	4		(100.0%)		3.0%	24.1%		13.4%	(17.3%)	5.4%
Total Parent Municipality		34 495		48 166	45 948	56 537	56 537	63 007	54 187	57 255
% increase	4		(100.0%)		(4.6%)	23.0%		11.4%	(14.0%)	5.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 495		48 166	45 948	56 537	56 537	63 007	54 187	57 255
% increase	4		(100.0%)		(4.6%)	23.0%		11.4%	(14.0%)	5.7%
TOTAL MANAGERS AND STAFF	5	27 712		41 012	38 609	47 929	47 929	54 355	44 929	47 345

Kwazulu-Natal: Inkosi Langalibalele(KZN237) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 853	5 036	5 502	3 195	3 195	3 195	11 135	11 914	12 748
Pension and UIF Contributions		414			455	455	455	487	521	558
Medical Aid Contributions					18	18	18	19	21	22
Motor Vehicle Allowance		1 104			1 223	1 223	1 223	1 309	1 400	1 498
Cellphone Allowance		230			370	370	370	396	424	454
Housing Allowances										
Other benefits and allowances					64	64	64	68	73	78
Sub Total - Councillors		4 601	5 036	5 502	5 326	5 326	5 326	13 414	14 353	15 358
% increase	4		9.5%	9.2%	(3.2%)			151.9%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 301	2 843	3 335	2 999	2 999	2 999	3 209	3 434	3 674
Pension and UIF Contributions			8	7	46	46	46	49	53	57
Medical Aid Contributions										
Overtime										
Performance Bonus		388	42	43	360	360	360	385	412	441
Motor Vehicle Allowance		194	470	501	551	551	551	590	631	675
Cellphone Allowance			53	57						
Housing Allowances			96	87						
Other benefits and allowances			41	9						
Payments in lieu of leave			67	28						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 884	3 620	4 066	3 957	3 957	3 957	4 234	4 530	4 847
% increase	4		(6.8%)	12.3%	(2.7%)			7.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		38 424	42 390	48 365	50 185	50 185	50 185	81 448	87 150	93 250
Pension and UIF Contributions		5 822	8 006	7 801	8 121	8 121	8 121	10 747	11 499	12 304
Medical Aid Contributions		2 329	3 510	3 910	3 960	3 960	3 960	5 263	5 631	6 026
Overtime		1 747	2 883	3 519	3 262	3 262	3 262	3 490	3 735	3 996
Performance Bonus		3 493	3 989	4 106	3 944	3 944	3 944	4 370	4 676	5 003
Motor Vehicle Allowance		1 164	1 661	1 200	1 193	1 193	1 193	2 875	3 076	3 292
Cellphone Allowance								419	449	480
Housing Allowances		582	127	209	318	318	318	448	479	513
Other benefits and allowances		4 657	5 321	3 530	1 560	1 560	1 560	4 408	4 716	5 047
Payments in lieu of leave			212	215	3 239	3 239	3 239	4 464	4 777	5 111
Long service awards			4 224							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 218	72 324	72 855	75 782	75 782	75 782	117 933	126 188	135 021
% increase	4		24.2%	0.7%	4.0%			55.6%	7.0%	7.0%
Total Parent Municipality		66 703	80 979	82 423	85 065	85 065	85 065	135 581	145 072	155 227
% increase	4		21.4%	1.8%	3.2%			59.4%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 703	80 979	82 423	85 065	85 065	85 065	135 581	145 072	155 227
% increase	4		21.4%	1.8%	3.2%			59.4%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	62 101	75 943	76 921	79 739	79 739	79 739	122 166	130 718	139 868

Kwazulu-Natal: Alfred Duma(KZN238) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					17 739	17 739	17 739	19 362	19 914	21 233
Pension and UIF Contributions					978	978	978	1 037	1 110	1 187
Medical Aid Contributions					275	275	275	291	312	334
Motor Vehicle Allowance					2 081	2 081	2 081	2 092	2 065	2 026
Cellphone Allowance					1 195	1 195	1 195	1 266	1 355	1 450
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					22 268	22 268	22 268	24 049	24 755	26 230
% increase	4							8.0%	2.9%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					24 740	23 869	23 869	22 418	23 788	25 256
Pension and UIF Contributions					2 016	1 947	1 947	868	921	975
Medical Aid Contributions					454	493	493	245	260	275
Overtime					24	39	39	24	25	27
Performance Bonus					685	685	685	753	806	862
Motor Vehicle Allowance					1 627	1 577	1 577	1 748	1 867	1 991
Cellphone Allowance								161	171	182
Housing Allowances					63	63	63	57	61	65
Other benefits and allowances					126	127	127	169	179	190
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					29 735	28 800	28 800	26 444	28 078	29 824
% increase	4					(3.1%)		(8.2%)	6.2%	6.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					170 296	176 481	176 481	154 637	217 522	228 978
Pension and UIF Contributions					20 420	20 351	20 351	13 445	15 307	16 368
Medical Aid Contributions					5 769	5 808	5 808	6 210	6 905	7 385
Overtime					7 869	7 704	7 704	3 500	3 770	4 034
Performance Bonus										
Motor Vehicle Allowance					10 675	10 625	10 625	2 916	4 987	5 330
Cellphone Allowance					16	16	16	497	703	751
Housing Allowances					640	640	640	1 463	1 626	1 740
Other benefits and allowances					166	167	167	132	320	341
Payments in lieu of leave					3 000	3 000	3 000	3 180	3 403	3 641
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					218 851	224 793	224 793	185 979	254 543	268 568
% increase	4					2.7%		(17.3%)	36.9%	5.5%
Total Parent Municipality					270 854	275 860	275 860	236 472	307 376	324 622
% increase	4					1.8%		(14.3%)	30.0%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					270 854	275 860	275 860	236 472	307 376	324 622
% increase	4					1.8%		(14.3%)	30.0%	5.6%
TOTAL MANAGERS AND STAFF	5				248 586	253 592	253 592	212 423	282 621	298 392

Kwazulu-Natal: Uthukela(DC23) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 792	4 702	4 127	3 832	4 228	4 228	4 506	4 777	5 063
Pension and UIF Contributions			1							
Medical Aid Contributions										
Motor Vehicle Allowance				1 294	1 056	1 474	1 474	1 571	1 666	1 766
Cellphone Allowance				375	444	444	444	471	499	529
Housing Allowances										
Other benefits and allowances								3	3	4
Sub Total - Councillors		4 792	4 703	5 796	5 332	6 146	6 146	6 552	6 945	7 361
% increase	4		(1.9%)	23.2%	(8.0%)	15.3%		6.6%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 282	4 296	8 959	7 955	7 955	7 801	8 347	8 847	9 378
Pension and UIF Contributions			69							
Medical Aid Contributions										
Overtime										
Performance Bonus					696	696	696			
Motor Vehicle Allowance		336	747							
Cellphone Allowance										
Housing Allowances		32	127							
Other benefits and allowances		79	140							
Payments in lieu of leave			50							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 729	5 429	8 959	8 651	8 651	8 497	8 347	8 847	9 378
% increase	4		45.6%	65.0%	(3.4%)		(1.8%)	(1.8%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		98 924	76 474	94 309	151 329	140 995	141 149	129 546	136 877	145 090
Pension and UIF Contributions		9 948	11 439	813	19 338	19 338	19 338	18 181	19 272	20 428
Medical Aid Contributions		3 088	3 341	3 748	4 592	4 592	4 592	5 629	5 966	6 324
Overtime			15 997	18 038	11 146	21 480	21 480	13 233	24 627	26 104
Performance Bonus		3 292		6 736						
Motor Vehicle Allowance			4 907	3 897	9 436	9 436	9 436	7 519	7 970	8 448
Cellphone Allowance										
Housing Allowances			445	746	1 709	1 709	1 709	530	562	596
Other benefits and allowances		938	12 183	11 952	11 388	11 388	11 388	10 946	11 603	12 299
Payments in lieu of leave		2 633	(334)	1 229	1 789	1 789	1 789	1 220	1 294	1 371
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		118 823	124 452	141 468	210 727	210 727	210 881	186 803	208 170	220 660
% increase	4		4.7%	13.7%	49.0%		0.1%	(11.4%)	11.4%	6.0%
Total Parent Municipality		127 344	134 584	156 223	224 710	225 524	225 524	201 701	223 962	237 400
% increase	4		5.7%	16.1%	43.8%	0.4%		(10.6%)	11.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		127 344	134 584	156 223	224 710	225 524	225 524	201 701	223 962	237 400
% increase	4		5.7%	16.1%	43.8%	0.4%		(10.6%)	11.0%	6.0%
TOTAL MANAGERS AND STAFF	5	122 552	129 881	150 427	219 378	219 378	219 378	195 149	217 017	230 038

Kwazulu-Natal: Endumeni(KZN241) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages			2 104		2 415	2 415		2 720	2 911	3 085
Pension and UIF Contributions			53		56	56		58	63	66
Medical Aid Contributions					23	23		23	25	26
Motor Vehicle Allowance			678		833	833		934	999	1 059
Cellphone Allowance			239		268	268		288	308	326
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			3 074		3 595	3 595		4 023	4 305	4 563
% increase	4			(100.0%)			(100.0%)		7.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 793	884	1 736	3 225	3 961		3 460	3 699	3 921
Pension and UIF Contributions		723	150	163	191	265		281	301	319
Medical Aid Contributions		141		68	90	105		128	137	145
Overtime										
Performance Bonus		679								
Motor Vehicle Allowance		57	24	234	675	707		632	676	717
Cellphone Allowance		43	64	40	47	61		47	50	53
Housing Allowances				30		78				
Other benefits and allowances		40	575	0	0	0		0	0	0
Payments in lieu of leave		186	236		131	56		141	150	159
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 661	1 934	2 272	4 359	5 233		4 689	5 014	5 314
% increase	4		(65.8%)	17.5%	91.9%	20.0%	(100.0%)		6.9%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		37 730	40 592	45 350	58 508	56 284		58 747	62 708	66 433
Pension and UIF Contributions		8 100	8 472	8 792	11 044	10 415		11 044	11 817	12 519
Medical Aid Contributions		2 780	3 248	3 484	4 227	4 031		3 964	4 240	4 494
Overtime		1 264	1 520	1 751	1 537	1 826		1 489	1 599	1 691
Performance Bonus		3 055	3 226							
Motor Vehicle Allowance		3 653	3 578	3 302	4 693	3 936		4 801	5 137	5 443
Cellphone Allowance				1 175	521	1 285		2 081	2 227	2 357
Housing Allowances		232	215	224	246	1 017		951	1 018	1 078
Other benefits and allowances		1 652	1 297	(974)	1 199	1 142		1 203	1 291	1 371
Payments in lieu of leave		1 677	2 327	1 810	2 094	2 390		2 118	2 266	2 400
Long service awards								981	1 030	1 081
Post-retirement benefit obligations		6 400		(760)	6 561	5 721		6 495	6 600	6 700
Sub Total - Other Municipal Staff		66 543	64 473	64 153	90 629	88 047		93 874	99 932	105 569
% increase	4		(3.1%)	(0.5%)	41.3%	(2.8%)	(100.0%)		6.5%	5.6%
Total Parent Municipality		72 204	69 481	66 425	98 583	96 875		102 586	109 250	115 447
% increase	4		(3.8%)	(4.4%)	48.4%	(1.7%)	(100.0%)		6.5%	5.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 204	69 481	66 425	98 583	96 875		102 586	109 250	115 447
% increase	4		(3.8%)	(4.4%)	48.4%	(1.7%)	(100.0%)		6.5%	5.7%
TOTAL MANAGERS AND STAFF	5	72 204	66 407	66 425	94 988	93 280		98 562	104 945	110 884

Kwazulu-Natal: Ngquthu(KZN242) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 674	4 161	4 411	14 849	6 791	6 791	7 323	7 726	8 135
Pension and UIF Contributions		17	17							
Medical Aid Contributions		12								
Motor Vehicle Allowance		1 697	1 909	2 125	2 318	2 297	2 297	2 458	2 594	2 731
Cellphone Allowance		505	710	708	759	710	710	759	801	843
Housing Allowances										
Other benefits and allowances				180	253	303	303	147	156	164
Sub Total - Councillors		5 904	6 797	7 424	18 180	10 102	10 102	10 688	11 276	11 873
% increase	4		15.1%	9.2%	144.9%	(44.4%)		5.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 055	4 090	4 161	4 450	4 450	4 450	5 026	5 302	5 583
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 055	4 090	4 161	4 450	4 450	4 450	5 026	5 302	5 583
% increase	4		0.9%	1.7%	6.9%			12.9%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		16 187	19 430	23 525	22 338	22 338	22 338	32 521	34 310	36 129
Pension and UIF Contributions		1 917	2 071	202	4 288	4 288	4 288	6 095	6 430	6 771
Medical Aid Contributions		607	676	899	2 270	2 270	2 270	2 614	2 757	2 903
Overtime		148	519	574	1 213	1 213	1 213	1 714	1 808	1 904
Performance Bonus		874	1 273	1 627	1 801	1 801	1 801	2 698	2 846	2 997
Motor Vehicle Allowance		879			5	5	5			
Cellphone Allowance		54	15	47	5	5	5	3	3	3
Housing Allowances		393	16	16	1 128	1 128	1 128	1 411	1 489	1 568
Other benefits and allowances		1 217	1 612	4 222	596	596	596	685	723	761
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								232	240	250
Sub Total - Other Municipal Staff		22 277	25 612	31 111	33 645	33 645	33 645	47 973	50 606	53 286
% increase	4		15.0%	21.5%	8.1%			42.6%	5.5%	5.3%
Total Parent Municipality		32 236	36 499	42 696	56 275	48 197	48 197	63 687	67 184	70 742
% increase	4		13.2%	17.0%	31.8%	(14.4%)		32.1%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		32 236	36 499	42 696	56 275	48 197	48 197	63 687	67 184	70 742
% increase	4		13.2%	17.0%	31.8%	(14.4%)		32.1%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	26 331	29 702	35 273	38 095	38 095	38 095	52 999	55 909	58 869

Kwazulu-Natal: Msinga(KZN244) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages				9 442	9 752	9 752		7 709	11 375	12 285
Pension and UIF Contributions								112		
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								639		
Housing Allowances										
Other benefits and allowances								2 705		
Sub Total - Councillors				9 442	9 752	9 752		11 165	11 375	12 285
% increase	4				3.3%		(100.0%)		1.9%	8.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages				3 161	3 414	3 414		3 687	3 982	4 301
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				3 161	3 414	3 414		3 687	3 982	4 301
% increase	4				8.0%		(100.0%)		8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality				12 603	13 166	13 166		14 852	15 357	16 585
% increase	4				4.5%		(100.0%)		3.4%	8.0%
Board Members of Entities										
Basic Salaries and Wages								17 319	18 704	20 201
Pension and UIF Contributions								3 047	3 290	3 554
Medical Aid Contributions										
Overtime								513	554	598
Performance Bonus								1 322	1 428	1 542
Motor Vehicle Allowance								2 181	2 355	2 543
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								24 381	26 331	28 438
% increase	4								8.0%	8.0%
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities								24 381	26 331	28 438
TOTAL SALARY, ALLOWANCES & BENEFITS				12 603	13 166	13 166		39 233	41 688	45 023
% increase	4				4.5%		(100.0%)		6.3%	8.0%
TOTAL MANAGERS AND STAFF	5			3 161	3 414	3 414		3 687	3 982	4 301

Kwazulu-Natal: Umvoti(KZN245) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages			7 317	6 320				6 839	7 634	8 153
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								1 414	1 563	1 669
Cellphone Allowance								707	755	806
Housing Allowances										
Other benefits and allowances								71	76	82
Sub Total - Councillors			7 317	6 320				9 031	10 028	10 709
% increase	4			(13.6%)	(100.0%)				11.0%	6.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages			3 393	3 665				5 390	5 811	6 206
Pension and UIF Contributions			334	206				109	116	124
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			778	583				514	549	586
Cellphone Allowance			36	28				26	27	29
Housing Allowances			190	23				60	60	60
Other benefits and allowances			62	56				1	1	1
Payments in lieu of leave			57					264	291	310
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 850	4 561				6 363	6 854	7 316
% increase	4			(6.0%)	(100.0%)				7.7%	6.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages				27 301				66 366	70 879	75 699
Pension and UIF Contributions				6 518				16 659	17 791	19 001
Medical Aid Contributions				1 331				2 425	2 590	2 766
Overtime				1 192						
Performance Bonus				2 304						
Motor Vehicle Allowance				1 847				1 940	2 072	2 213
Cellphone Allowance								125	133	142
Housing Allowances				1 550				104	112	120
Other benefits and allowances								2 313	2 471	2 639
Payments in lieu of leave								3 004	3 208	3 426
Long service awards				1 260						
Post-retirement benefit obligations				1 684						
Sub Total - Other Municipal Staff				44 987				92 936	99 256	106 005
% increase	4				(100.0%)				6.8%	6.8%
Total Parent Municipality			12 167	55 867				108 330	116 138	124 031
% increase	4			359.2%	(100.0%)				7.2%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			12 167	55 867				108 330	116 138	124 031
% increase	4			359.2%	(100.0%)				7.2%	6.8%
TOTAL MANAGERS AND STAFF	5		4 850	49 547				99 299	106 110	113 322

Kwazulu-Natal: Umzinyathi(DC24) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 964	3 310	3 701	3 599			3 593	3 802	4 022
Pension and UIF Contributions		166	190	202	178			180	190	201
Medical Aid Contributions		33	30	32	15			15	16	16
Motor Vehicle Allowance				49						
Cellphone Allowance		107	110	20	230			230	244	258
Housing Allowances										
Other benefits and allowances		22	119	34				307	325	344
Sub Total - Councillors		3 293	3 760	4 038	4 022			4 325	4 576	4 841
% increase	4		14.2%	7.4%	(0.4%)	(100.0%)			5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 888	2 580	4 036	5 456					
Pension and UIF Contributions		468	284	305	216					
Medical Aid Contributions		127	42	45	36					
Overtime										
Performance Bonus		437								
Motor Vehicle Allowance		584	566	608	420					
Cellphone Allowance		108	126	135	126					
Housing Allowances		276	322	346	259					
Other benefits and allowances		222	480	516						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 110	4 400	5 990	6 512					
% increase	4		(13.9%)	36.1%	8.7%	(100.0%)				
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 982	55 991	56 984	74 389			87 845	94 170	100 668
Pension and UIF Contributions		2 144	6 806	7 263	11 275			10 175	10 910	11 664
Medical Aid Contributions		966	2 320	2 713	3 471			4 018	4 307	4 605
Overtime		562	5 400	8 137	7 646			4 198	4 500	4 811
Performance Bonus		637						244	262	280
Motor Vehicle Allowance			2 006	1 735	2 504			3 231	3 464	3 703
Cellphone Allowance		564	397	241	627			296	320	345
Housing Allowances			517	541	537			1 860	1 993	2 131
Other benefits and allowances		1 026	5 582	6 495	10 196			7 164	22 279	23 769
Payments in lieu of leave		941		3 450				997	1 068	1 142
Long service awards										
Post-retirement benefit obligations		3 659	8 822	2 908	10 373			3 149	3 376	3 609
Sub Total - Other Municipal Staff		32 480	87 841	90 468	121 017			123 177	146 651	156 727
% increase	4		170.4%	3.0%	33.8%	(100.0%)			19.1%	6.9%
Total Parent Municipality		40 883	96 001	100 496	131 551			127 502	151 226	161 569
% increase	4		134.8%	4.7%	30.9%	(100.0%)			18.6%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 883	96 001	100 496	131 551			127 502	151 226	161 569
% increase	4		134.8%	4.7%	30.9%	(100.0%)			18.6%	6.8%
TOTAL MANAGERS AND STAFF	5	37 591	92 241	96 458	127 529			123 177	146 651	156 727

Kwazulu-Natal: Newcastle(KZN252) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Windsor-Norfolk NewsBlast (R21v202) - Table 0422 Summary of Councilor and Staff Benefits for 4th Quarter ended 30 June 2016										
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		11 447	13 007	13 350	11 661	11 892	11 892	12 955	13 476	14 284
Pension and UIF Contributions		1 085	1 176	1 231	1 590	1 590	1 590	1 700	1 812	1 933
Medical Aid Contributions		112	181	127	265	265	265	283	302	322
Motor Vehicle Allowance		3 956	3 186	4 487	4 452	4 452	4 452	4 759	5 073	5 412
Cellphone Allowance										
Housing Allowances		624	640	708	572	572	572	612	652	696
Other benefits and allowances										
Sub Total - Councillors				222	668	668	668		761	812
% Increase	4				201.0%			6.9%	6.6%	6.7%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions		6 440	7 468	8 175	8 299	8 299	8 299	23 792	25 219	26 732
Medical Aid Contributions		715	623	237				547		
Overtime				84				160		
Performance Bonus										
Motor Vehicle Allowance			251					249		
Cellphone Allowance		1 774	1 725	1 489				825		
Housing Allowances										
Other benefits and allowances				56				30		
Payments in lieu of leave				410	2 838	2 838	2 838	137		
Long service awards		43	1 066							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% Increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions		153 729	190 689	181 344	263 133	267 528	267 528	283 743	273 731	293 870
Medical Aid Contributions		1 505	1 966	64 638	44 233	44 233	44 233	51 570	50 625	54 002
Overtime		12 522	13 045	15 416	19 377	19 377	19 377	18 714	22 114	23 589
Performance Bonus			35 586	24 277	32 116	32 116	32 116	35 605	41 419	44 181
Motor Vehicle Allowance								27 223		
Cellphone Allowance			2 341	17 044	19 745	19 745	19 745	12 496	22 501	24 001
Housing Allowances					63	63	63	11	72	77
Other benefits and allowances		7 101	16 765	10 535	9 062	9 062	9 062	8 910	10 361	11 052
Payments in lieu of leave		59 120	57 818	28 192	16 508	16 508	16 508	12 610	14 051	14 988
Long service awards		11 137	24 042	6 458	26 704	26 704	26 704	30 508	32 543	
Post-retirement benefit obligations			102	908	381	381	381		435	464
Sub Total - Other Municipal Staff										
% Increase	4									
Total Parent Municipality										
% Increase	4									
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions		271 310	371 679	379 387	461 669	466 296	466 296	466 296	513 112	548 958
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% Increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% Increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% Increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% Increase	4									
TOTAL MANAGERS AND STAFF	5									

Kwazulu-Natal: eMadlangeni(KZN253) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		1 691	1 755		1 999	1 920	1 920	3 012	3 193	3 384
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 691	1 755		1 999	1 920	1 920	3 012	3 193	3 384
% increase	4		3.8%	(100.0%)		(3.9%)		56.9%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 843	2 438	3 080	4 257	4 257	4 257	4 717	5 001	5 301
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				75						
Motor Vehicle Allowance										
Cellphone Allowance				56	59	59	59	118	125	132
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards				226						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 843	2 438	3 437	4 317	4 317	4 317	4 835	5 125	5 433
% increase	4		(14.2%)	41.0%	25.6%			12.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		8 247	10 604	14 021	15 385	15 734	15 734	17 859	23 686	25 019
Pension and UIF Contributions		809	106	1 102	1 317	1 382	1 382	1 273	1 347	1 425
Medical Aid Contributions		455	575	630	689	739	739	799	845	894
Overtime		349	380	385	136	424	424	115	122	129
Performance Bonus										
Motor Vehicle Allowance		141	375	231	74	237	237	266	282	298
Cellphone Allowance		77			52	62	62	44	46	47
Housing Allowances			156	103	7	42	42	30	32	34
Other benefits and allowances		1 001	1 336	1 379	1 274	1 891	1 891	1 555	1 646	1 741
Payments in lieu of leave			514	388						
Long service awards										
Post-retirement benefit obligations			906							
Sub Total - Other Municipal Staff		11 079	14 952	18 240	18 935	20 511	20 511	21 942	28 004	29 587
% increase	4		35.0%	22.0%	3.8%	8.3%		7.0%	27.6%	5.7%
Total Parent Municipality		15 613	19 145	21 677	25 251	26 748	26 748	29 789	36 323	38 405
% increase	4		22.6%	13.2%	16.5%	5.9%		11.4%	21.9%	5.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		15 613	19 145	21 677	25 251	26 748	26 748	29 789	36 323	38 405
% increase	4		22.6%	13.2%	16.5%	5.9%		11.4%	21.9%	5.7%
TOTAL MANAGERS AND STAFF	5	13 922	17 390	21 677	23 252	24 828	24 828	26 777	33 130	35 020

Kwazulu-Natal: Dannhauser(KZN254) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 357	6 478	5 845	7 413	7 413	7 413	7 925	8 376	8 838
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 357	6 478	5 845	7 413	7 413	7 413	7 925	8 376	8 838
% increase	4		48.7%	(9.8%)	26.8%			6.9%	5.7%	5.5%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 021	1 711	2 012	1 827	1 838	1 838	2 149	2 286	2 428
Pension and UIF Contributions		180	447	519	86	91	91	254	106	113
Medical Aid Contributions					101	103	103	99	106	112
Overtime										
Performance Bonus		116	111	122	188	202	202	220	234	249
Motor Vehicle Allowance		420	804	1 066	870	929	929	870	924	981
Cellphone Allowance		12	184	24	20	30	26	28	29	31
Housing Allowances					24	14	14	21	22	24
Other benefits and allowances		117	118	19	137	126	126	108	170	195
Payments in lieu of leave					38	42	42	52	55	24
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 867	3 375	3 761	3 293	3 374	3 370	3 801	3 933	4 157
% increase	4		80.8%	11.4%	(12.5%)	2.5%	(0.1%)	12.8%	3.5%	5.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 013	10 653	12 056	16 370	16 465	16 465	17 154	20 483	21 749
Pension and UIF Contributions		1 257	1 757	1 939	961	1 021	1 021	2 620	1 182	1 257
Medical Aid Contributions					869	888	888	855	910	969
Overtime		332	610	420	798	728	728	901	958	1 020
Performance Bonus		428	683	816	1 215	1 306	1 306	1 421	1 511	1 608
Motor Vehicle Allowance					123	131	131	123	131	139
Cellphone Allowance					58	86	75	79	84	89
Housing Allowances		19	27	51	518	290	290	435	473	503
Other benefits and allowances		1 344	(858)	4 707	4 769	4 382	4 382	6 074	5 930	6 799
Payments in lieu of leave					454	494	494	611	650	279
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		13 393	12 872	19 989	26 136	25 791	25 780	30 274	32 312	34 412
% increase	4		(3.9%)	55.3%	30.8%	(1.3%)		17.4%	6.7%	6.5%
Total Parent Municipality		19 617	22 725	29 595	36 842	36 578	36 563	42 000	44 620	47 406
% increase	4		15.8%	30.2%	24.5%	(0.7%)		14.9%	6.2%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 617	22 725	29 595	36 842	36 578	36 563	42 000	44 620	47 406
% increase	4		15.8%	30.2%	24.5%	(0.7%)		14.9%	6.2%	6.2%
TOTAL MANAGERS AND STAFF	5	15 260	16 247	23 750	29 429	29 165	29 150	34 075	36 244	38 569

Kwazulu-Natal: Amajuba(DC25) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 220	4 205	4 320	5 708	5 174	5 174	5 174	5 546	5 874
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 220	4 205	4 320	5 708	5 174	5 174	5 174	5 546	5 874
% increase	4		(0.4%)	2.8%	32.1%	(9.4%)			7.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 756	6 129	3 932	6 861	6 861	6 861	6 317	6 772	7 171
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					961	961	961	884	948	1 004
Motor Vehicle Allowance				742						
Cellphone Allowance					108	108	108	108	108	108
Housing Allowances										
Other benefits and allowances				694						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 756	6 129	5 368	7 929	7 929	7 929	7 309	7 828	8 283
% increase	4		122.4%	(12.4%)	47.7%			(7.8%)	7.1%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 952	38 017	42 063	50 793	37 661	37 661	43 301	46 419	49 158
Pension and UIF Contributions		2 810	4 911	5 880	5 751	6 374	6 374	6 859	7 353	7 787
Medical Aid Contributions		1 324	2 255	2 705	2 292	3 015	3 015	3 244	3 477	3 683
Overtime		811	3 673	4 668	1 090	4 094	4 094	4 120	4 417	4 677
Performance Bonus		2 392	3 893	4 031	4 594	3 839	3 839	4 280	4 588	4 859
Motor Vehicle Allowance		4 562	4 890	4 784	4 153	5 565	5 565	5 988	6 419	6 798
Cellphone Allowance					685	635	635	691	749	799
Housing Allowances		154	190	205	404	415	415	446	479	507
Other benefits and allowances			527	1 022	1 189	1 263	1 263	2 659	2 851	3 019
Payments in lieu of leave		1 042	4 510	1 781						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		38 046	62 865	67 139	70 950	62 861	62 861	71 588	76 750	81 285
% increase	4		65.2%	6.8%	5.7%	(11.4%)		13.9%	7.2%	5.9%
Total Parent Municipality		45 022	73 199	76 827	84 587	75 964	75 964	84 071	90 124	95 442
% increase	4		62.6%	5.0%	10.1%	(10.2%)		10.7%	7.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 022	73 199	76 827	84 587	75 964	75 964	84 071	90 124	95 442
% increase	4		62.6%	5.0%	10.1%	(10.2%)		10.7%	7.2%	5.9%
TOTAL MANAGERS AND STAFF	5	40 802	68 994	72 507	78 879	70 790	70 790	78 897	84 578	89 568

Kwazulu-Natal: eDumbe(KZN261) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 360	2 732	3 224	3 518	3 518	3 518	3 694	3 879	4 073
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			911	1 067	967	967	967	880	983	1 199
Cellphone Allowance			190	340	376	376	376	376	386	396
Housing Allowances										
Other benefits and allowances		963								
Sub Total - Councillors		3 323	3 833	4 630	4 862	4 862	4 862	4 951	5 248	5 668
% increase	4		15.3%	20.8%	5.0%			1.8%	6.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	7 717	2 647	3 365	5 259	3 013	3 013	3 278	3 442	3 614
Pension and UIF Contributions										
Medical Aid Contributions			38							
Overtime										
Performance Bonus		707		346	300	277	277	281	295	310
Motor Vehicle Allowance			916			781	781	999	1 049	1 101
Cellphone Allowance			144							
Housing Allowances			555		1 758	866	866	1 151	1 208	1 269
Other benefits and allowances				1 802						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 424	4 300	5 513	7 317	4 938	4 938	5 709	5 994	6 294
% increase	4		(49.0%)	28.2%	32.7%	(32.5%)		15.6%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		11 313	17 602	20 211	19 315	22 159	22 159	26 015	27 575	29 230
Pension and UIF Contributions		2 600	2 988	3 666	4 048	4 027	4 027	4 712	4 995	5 295
Medical Aid Contributions		976	1 187	1 666	1 853	1 759	1 759	1 992	2 111	2 238
Overtime		579	265	787	820	653	653	663	703	745
Performance Bonus		694	1 367	1 612	1 781	1 834	1 834	2 149	2 278	2 415
Motor Vehicle Allowance		380	396	468	361	1 443	1 443	1 446	1 533	1 625
Cellphone Allowance					404	280	280	482	511	541
Housing Allowances			2		379					
Other benefits and allowances		1 242	652	681	886			461	923	979
Payments in lieu of leave			797	1 035	1 277	1 742	1 742	1 444	1 307	2 426
Long service awards				150	150	170	170	200	212	225
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		17 782	25 255	30 275	31 276	34 066	34 066	39 563	42 148	45 717
% increase	4		42.0%	19.9%	3.3%	8.9%		16.1%	6.5%	8.5%
Total Parent Municipality		29 529	33 387	40 419	43 455	43 866	43 866	50 222	53 390	57 679
% increase	4		13.1%	21.1%	7.5%	0.9%		14.5%	6.3%	8.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 529	33 387	40 419	43 455	43 866	43 866	50 222	53 390	57 679
% increase	4		13.1%	21.1%	7.5%	0.9%		14.5%	6.3%	8.0%
TOTAL MANAGERS AND STAFF	5	26 207	29 555	35 788	38 593	39 004	39 004	45 272	48 142	52 011

Kwazulu-Natal: uPhongolo(KZN262) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 255	5 112	5 304	5 275	5 111	5 111	5 663	6 002	6 363
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 418	1 486	1 607	1 758	1 758	1 758	1 888	2 001	2 121
Cellphone Allowance		323	310	562	621	621	621	726	770	816
Housing Allowances										
Other benefits and allowances					107	107	107			
Sub Total - Councillors		5 997	6 909	7 473	7 762	7 597	7 597	8 277	8 773	9 299
% increase	4		15.2%	8.2%	3.9%	(2.1%)		8.9%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 209	2 806	2 838	3 680	4 563	4 563	4 802	5 129	5 478
Pension and UIF Contributions		5	2		9	9	9			
Medical Aid Contributions										
Overtime										
Performance Bonus					515	515	515	672	718	767
Motor Vehicle Allowance		235	24	179						
Cellphone Allowance		17	6	34	0	0	0			
Housing Allowances										
Other benefits and allowances		147	29	105						
Payments in lieu of leave				92						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 613	2 867	3 248	4 205	5 088	5 088	5 475	5 847	6 244
% increase	4		9.7%	13.3%	29.5%	21.0%		7.6%	6.8%	6.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		20 991	23 808	29 910	43 204	41 938	41 938	45 788	48 902	52 227
Pension and UIF Contributions		2 171	2 741	3 526	4 943	5 141	5 141	5 532	5 908	6 310
Medical Aid Contributions		1 268	1 516	1 646	1 521	1 557	1 557	1 675	1 789	1 911
Overtime		2 178	1 541	1 340	1 678	2 010	2 010	2 163	2 310	2 467
Performance Bonus		1 472	1 997	2 302	3 114	3 661	3 661	3 267	3 489	3 727
Motor Vehicle Allowance		1 208	1 229	1 983	1 701	1 676	1 676	1 803	1 925	2 056
Cellphone Allowance		47	53	72	83	56	56	60	64	69
Housing Allowances		30	28	31	29	146	146	158	168	180
Other benefits and allowances		456	890	925	289	771	771	839	896	957
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		29 821	33 802	41 734	56 561	56 957	56 957	61 286	65 453	69 904
% increase	4		13.4%	23.5%	35.5%	0.7%		7.6%	6.8%	6.8%
Total Parent Municipality		38 431	43 579	52 455	68 528	69 642	69 642	75 037	80 073	85 448
% increase	4		13.4%	20.4%	30.6%	1.6%		7.7%	6.7%	6.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 431	43 579	52 455	68 528	69 642	69 642	75 037	80 073	85 448
% increase	4		13.4%	20.4%	30.6%	1.6%		7.7%	6.7%	6.7%
TOTAL MANAGERS AND STAFF	5	32 434	36 670	44 982	60 765	62 045	62 045	66 760	71 300	76 148

Kwazulu-Natal: Abaqulusi(KZN263) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		12 093	13 981	14 819	16 390	15 533	11 969	16 620	17 817	19 046
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 093	13 981	14 819	16 390	15 533	11 969	16 620	17 817	19 046
% increase	4		15.6%	6.0%	10.6%	(5.2%)	(22.9%)	38.9%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 949	5 715	4 660	6 284	5 977		7 647	8 198	8 763
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					905			1 114	1 190	1 272
Motor Vehicle Allowance										
Cellphone Allowance		88	95	6						
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 037	5 810	4 666	7 189	5 977		8 761	9 388	10 035
% increase	4		43.9%	(19.7%)	54.1%	(16.9%)	(100.0%)		7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		57 446	61 465	71 717	68 886	68 945	55 285	73 771	79 082	84 539
Pension and UIF Contributions		12 162	12 464	13 366	15 485	15 053	1 972	16 107	17 267	18 458
Medical Aid Contributions		4 080	4 589	4 942	5 677	5 643	266	6 038	6 473	6 919
Overtime		10 403	8 996	12 348	9 633	16 812	12 991	17 989	19 284	20 615
Performance Bonus		4 315	4 590	4 810	5 771	5 575	718	5 965	6 394	6 836
Motor Vehicle Allowance		6 839	10 554	5 784	7 269	7 176	2 517	7 679	8 231	8 799
Cellphone Allowance		581	444	498	583	571	7 950	611	655	700
Housing Allowances		342	262	250	334	1 035	1 755	1 108	1 187	1 269
Other benefits and allowances		1 944	2 270	2 055	2 703	4 017		4 298	4 608	4 926
Payments in lieu of leave		3 743	2 298	2 304	2 848	3 579	1 192	3 815	4 051	4 291
Long service awards		28	29	32	36	29	460	31	34	36
Post-retirement benefit obligations		1 944	2 270	25 796	3 636	5 402	1 917	5 758	6 115	6 476
Sub Total - Other Municipal Staff		103 827	110 229	143 902	122 861	133 836	87 023	143 169	153 381	163 863
% increase	4		6.2%	30.5%	(14.6%)	8.9%	(35.0%)	64.5%	7.1%	6.8%
Total Parent Municipality		119 957	130 020	163 387	146 440	155 346	98 992	168 550	180 586	192 944
% increase	4		8.4%	25.7%	(10.4%)	6.1%	(36.3%)	70.3%	7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		119 957	130 020	163 387	146 440	155 346	98 992	168 550	180 586	192 944
% increase	4		8.4%	25.7%	(10.4%)	6.1%	(36.3%)	70.3%	7.1%	6.8%
TOTAL MANAGERS AND STAFF	5	107 864	116 039	148 568	130 050	139 814	87 023	151 930	162 769	173 898

Kwazulu-Natal: Nongoma(KZN265) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 413	8 988	10 345	6 996	6 996	6 996	7 416	7 861	8 333
Pension and UIF Contributions		916	846	930	988	988	988	1 047	1 110	1 177
Medical Aid Contributions					216	216	216	229	243	257
Motor Vehicle Allowance					2 698	2 698	2 698	2 860	3 032	3 214
Cellphone Allowance					920	920	920	975	1 034	1 096
Housing Allowances										
Other benefits and allowances			13	2	177	177	177	187	199	210
Sub Total - Councillors		8 329	9 847	11 277	11 996	11 996	11 996	12 716	13 478	14 287
% increase	4		18.2%	14.5%	6.4%			6.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 342	4 219	662	4 383	4 214	4 214	5 086	5 472	5 866
Pension and UIF Contributions		409	151	2	7	11	11	11	12	12
Medical Aid Contributions					86	146	146	99	107	114
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 043	425	66	1 378	1 433	1 433	1 198	1 289	1 382
Cellphone Allowance					336	101	101	358	385	412
Housing Allowances										
Other benefits and allowances		274	1 283	420	2	2	2	0	0	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 068	6 078	1 150	6 192	5 906	5 906	6 752	7 265	7 788
% increase	4		19.9%	(81.1%)	438.4%	(4.6%)		14.3%	7.6%	7.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		23 030	25 525	33 192	34 371	36 855	36 855	39 002	41 831	43 599
Pension and UIF Contributions		587	605	699	8 070	8 942	8 942	9 880	10 626	11 060
Medical Aid Contributions		928	1 430	1 679	1 760	2 624	2 624	1 948	2 096	2 233
Overtime		1 586	2 014	1 452	1 014	2 231	2 231	2 373	2 551	2 595
Performance Bonus		1 387	2 168	2 503	2 617	3 047	3 047	3 242	3 487	3 654
Motor Vehicle Allowance		3 502	2 822	3 298	964	1 922	1 922	852	917	983
Cellphone Allowance										
Housing Allowances					52	64	64	67	72	77
Other benefits and allowances		42	77	431	1 641	1 641	1 641	1 639	1 878	2 014
Payments in lieu of leave		1 591	1 908	7 355						
Long service awards		4 795	7 405	(1 043)						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		37 447	43 953	49 565	50 488	57 326	57 326	59 003	63 459	66 215
% increase	4		17.4%	12.8%	1.9%	13.5%		2.9%	7.6%	4.3%
Total Parent Municipality		50 844	59 879	61 992	68 676	75 228	75 228	78 471	84 203	88 290
% increase	4		17.8%	3.5%	10.8%	9.5%		4.3%	7.3%	4.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		50 844	59 879	61 992	68 676	75 228	75 228	78 471	84 203	88 290
% increase	4		17.8%	3.5%	10.8%	9.5%		4.3%	7.3%	4.9%
TOTAL MANAGERS AND STAFF	5	42 515	50 031	50 716	56 681	63 232	63 232	65 755	70 724	74 003

Kwazulu-Natal: Ulundi(KZN266) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		10 859	10 859	13 487	9 261	10 551	10 551	11 247	11 944	12 649
Pension and UIF Contributions					1 031	542	542	578	614	650
Medical Aid Contributions					830	991	991	1 056	1 122	1 188
Motor Vehicle Allowance					923	1 084	1 084	1 156	1 227	1 300
Cellphone Allowance					627	627	627	668	709	751
Housing Allowances										
Other benefits and allowances					173	232	232	248	263	278
Sub Total - Councillors		10 859	10 859	13 487	12 845	14 027	14 027	14 953	15 880	16 817
% increase	4			24.2%	(4.8%)	9.2%		6.6%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 816	3 816	3 576	3 777	3 777	3 777	4 797	5 094	5 359
Pension and UIF Contributions		107	107	9	1 714	1 714	1 714	1 827	1 940	2 041
Medical Aid Contributions										
Overtime										
Performance Bonus				287				359	381	401
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		718	718	634	1 055	1 055	1 055			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 641	4 641	4 506	6 545	6 545	6 545	6 983	7 416	7 801
% increase	4			(2.9%)	45.2%			6.7%	6.2%	5.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		41 408	41 408	45 445	61 993	60 993	60 993	61 709	66 645	72 644
Pension and UIF Contributions		14 825	14 825	15 704	19 349	19 300	19 300	19 859	21 448	23 378
Medical Aid Contributions					1 022	1 120	1 120	1 038	1 121	1 222
Overtime		1 422	1 422	2 465						
Performance Bonus				2 804	4 618	4 618	4 618			
Motor Vehicle Allowance		3 922	3 922		6 056	6 056	6 056	3 171	3 425	3 733
Cellphone Allowance					95	95	95	112	121	131
Housing Allowances		128	128	136	106	106	106	94	101	111
Other benefits and allowances		6 787	6 787	10 484	666	666	666	14 096	15 224	16 594
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		68 492	68 492	77 037	93 906	92 955	92 955	100 079	108 085	117 813
% increase	4			12.5%	21.9%	(1.0%)		7.7%	8.0%	9.0%
Total Parent Municipality		83 991	83 991	95 031	113 296	113 527	113 527	122 015	131 381	142 431
% increase	4			13.1%	19.2%	0.2%		7.5%	7.7%	8.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		83 991	83 991	95 031	113 296	113 527	113 527	122 015	131 381	142 431
% increase	4			13.1%	19.2%	0.2%		7.5%	7.7%	8.4%
TOTAL MANAGERS AND STAFF	5	73 133	73 133	81 543	100 451	99 500	99 500	107 062	115 501	125 614

Kwazulu-Natal: Zululand(DC26) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 949	3 960	6 221	4 031	4 031	4 031	4 156	4 393	4 644
Pension and UIF Contributions		349	344		371	371	371	385	407	430
Medical Aid Contributions		44	67		82	82	82	87	92	97
Motor Vehicle Allowance		1 246			1 399	1 549	1 549	1 481	1 565	1 655
Cellphone Allowance		466	422		292	292	292	292	309	326
Housing Allowances										
Other benefits and allowances			1 399							
Sub Total - Councillors		6 054	6 191	6 221	6 175	6 325	6 325	6 401	6 766	7 151
% increase	4		2.3%	0.5%	(0.7%)	2.4%		1.2%	5.7%	5.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		2 031	2 340	2 340	2 476	2 476	2 476	5 174	5 469	5 780
Pension and UIF Contributions		217	244		62	62	62	89	94	99
Medical Aid Contributions					144	144	144	185	195	206
Overtime										
Performance Bonus		646	509	718						
Motor Vehicle Allowance		3 429	4 111	4 734	1 509	1 509	1 509	1 800	1 903	2 011
Cellphone Allowance					44	44	44	44	47	50
Housing Allowances										
Other benefits and allowances				258	3 147	3 147	3 147	526	556	587
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 323	7 204	8 051	7 381	7 381	7 381	7 818	8 263	8 734
% increase	4		13.9%	11.8%	(8.3%)			5.9%	5.7%	5.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		80 040	85 611	99 472	100 915	100 915	100 915	112 592	124 753	143 232
Pension and UIF Contributions		12 384	15 926	23 312	14 075	14 075	14 075	14 671	15 988	18 536
Medical Aid Contributions		4 596			7 234	7 234	7 234	8 624	9 679	11 169
Overtime		4 528	8 230	8 068		2 997	2 997			
Performance Bonus										
Motor Vehicle Allowance		6 706	7 048	7 196	5 424	5 424	5 424	5 917	6 610	7 705
Cellphone Allowance					511	511	511	486	528	596
Housing Allowances		611	662	823	830	830	830	919	1 025	1 171
Other benefits and allowances		4 141	3 889	5 184	13 209	13 209	13 209	2 482	2 640	2 913
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		113 005	121 367	144 056	142 199	145 197	145 197	145 691	161 225	185 321
% increase	4		7.4%	18.7%	(1.3%)	2.1%		0.3%	10.7%	14.9%
Total Parent Municipality		125 382	134 762	158 328	155 756	158 904	158 904	159 909	176 254	201 207
% increase	4		7.5%	17.5%	(1.6%)	2.0%		0.6%	10.2%	14.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		125 382	134 762	158 328	155 756	158 904	158 904	159 909	176 254	201 207
% increase	4		7.5%	17.5%	(1.6%)	2.0%		0.6%	10.2%	14.2%
TOTAL MANAGERS AND STAFF	5	119 328	128 570	152 107	149 581	152 578	152 578	153 508	169 488	194 055

Kwazulu-Natal: Umhlabuyalingana(KZN271) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 537	6 029	6 229	7 869	6 778	6 778	7 037	7 445	7 875
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 601	1 748	1 226	1 324	2 259	2 259	2 346	2 482	2 626
Cellphone Allowance		403	748	529	674	813	813	714	755	799
Housing Allowances										
Other benefits and allowances			122	92	87	123	123	225	238	252
Sub Total - Councillors		7 542	8 647	8 076	9 955	9 972	9 972	10 322	10 920	11 552
% increase	4		14.7%	(6.6%)	23.3%	0.2%		3.5%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 948	2 237	3 206	3 500	3 817	3 817	3 842	4 188	4 565
Pension and UIF Contributions		130	119	318	154	158	158	149	162	177
Medical Aid Contributions		161			52	52	52	52	57	62
Overtime										
Performance Bonus		13	115	171	324	354	354	368	401	437
Motor Vehicle Allowance		336	455	507	629	629	629	629	686	747
Cellphone Allowance		58	95	106	131	131	131	131	143	156
Housing Allowances										
Other benefits and allowances		280	107	161	359	204	204	205	223	244
Payments in lieu of leave		55	288							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 981	3 418	4 468	5 150	5 346	5 346	5 376	5 860	6 387
% increase	4		14.7%	30.7%	15.3%	3.8%		0.6%	9.0%	9.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 348	15 164	20 516	24 503	27 236	27 236	30 452	33 192	36 179
Pension and UIF Contributions		822	1 081	1 451	2 270	2 364	2 364	2 656	3 660	3 613
Medical Aid Contributions		289	396	669	1 244	1 296	1 296	2 122	2 013	2 194
Overtime		223	411	535	515	176	176	365	398	433
Performance Bonus		996	864	1 214	1 461	1 534	1 534	2 206	2 405	2 997
Motor Vehicle Allowance		221		467	720	760	760	1 503	1 243	1 355
Cellphone Allowance			47	603	282	299	299	445	418	456
Housing Allowances								105	114	125
Other benefits and allowances		1 185	3 316	1 745	1 323	1 214	1 214	1 732	1 888	2 058
Payments in lieu of leave		297				0	0	12	13	14
Long service awards			(93)	494		196	196	294	320	349
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		12 382	21 187	27 695	32 317	35 076	35 076	41 892	45 664	49 774
% increase	4		71.1%	30.7%	16.7%	8.5%		19.4%	9.0%	9.0%
Total Parent Municipality		22 905	33 251	40 239	47 422	50 394	50 394	57 590	62 444	67 713
% increase	4		45.2%	21.0%	17.9%	6.3%		14.3%	8.4%	8.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		22 905	33 251	40 239	47 422	50 394	50 394	57 590	62 444	67 713
% increase	4		45.2%	21.0%	17.9%	6.3%		14.3%	8.4%	8.4%
TOTAL MANAGERS AND STAFF	5	15 363	24 604	32 163	37 467	40 422	40 422	47 269	51 524	56 161

Kwazulu-Natal: Jozini(KZN272) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 661		10 780	10 997	10 997	10 997	11 646	12 368	13 098
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance				814	835	835	835	884	939	994
Housing Allowances										
Other benefits and allowances				377	118	118	118	125	132	140
Sub Total - Councillors		7 661		11 971	11 949	11 949	11 949	12 654	13 439	14 232
% increase	4		(100.0%)		(0.2%)			5.9%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 106		2 665	2 783	2 783	2 783	3 727	3 958	4 164
Pension and UIF Contributions		431		27				96	102	107
Medical Aid Contributions								33	35	36
Overtime										
Performance Bonus				272	284	284	284	522	554	583
Motor Vehicle Allowance		535		1 058	1 086	1 086	1 086	192	204	215
Cellphone Allowance								18	19	20
Housing Allowances				136	140	140	140	7	7	7
Other benefits and allowances		223		147	153	153	153	524	556	585
Payments in lieu of leave				183	191	191	191	217	231	243
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 295		4 489	4 637	4 637	4 637	5 336	5 666	5 961
% increase	4		(100.0%)		3.3%			15.1%	6.2%	5.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 888		17 238	26 091	26 091	26 091	41 403	26 364	27 948
Pension and UIF Contributions		3 193		3 402	5 270	5 270	5 270	7 094	5 522	5 848
Medical Aid Contributions		940		1 997	2 111	2 111	2 111	2 985	2 138	2 264
Overtime		527		697	273	273	273	924	573	607
Performance Bonus		1 068			51	51	51		(190)	(197)
Motor Vehicle Allowance		2 851		1 412	1 653	1 653	1 653	1 771	2 909	3 082
Cellphone Allowance		199						11		
Housing Allowances		145						112	115	122
Other benefits and allowances		195		2 715				2 325	4 716	4 998
Payments in lieu of leave				1 189	129	129	129	2 214	1 396	1 480
Long service awards		1 927								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		30 932		28 651	35 578	35 578	35 578	58 838	43 545	46 152
% increase	4		(100.0%)		24.2%			65.4%	(26.0%)	6.0%
Total Parent Municipality		40 889		45 110	52 164	52 164	52 164	76 829	62 650	66 345
% increase	4		(100.0%)		15.6%			47.3%	(18.5%)	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 889		45 110	52 164	52 164	52 164	76 829	62 650	66 345
% increase	4		(100.0%)		15.6%			47.3%	(18.5%)	5.9%
TOTAL MANAGERS AND STAFF	5	33 228		33 139	40 214	40 214	40 214	64 174	49 211	52 113

Kwazulu-Natal: Mtubatuba(KZN275) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		8 579	7 707	7 146	7 503	7 717	7 717	7 636	8 017	8 418
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 359	2 379	2 501	2 572	2 572	2 629	2 761	2 899
Cellphone Allowance			528	976	1 018	930	930	954	1 002	1 052
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		8 579	10 594	10 502	11 022	11 219	11 219	11 219	11 780	12 369
% increase	4		23.5%	(0.9%)	5.0%	1.8%			5.0%	5.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 672	4 950	3 478	2 924	2 924	2 924	5 163	5 473	5 802
Pension and UIF Contributions								91	96	102
Medical Aid Contributions										
Overtime										
Performance Bonus			542	329	625	625	625			
Motor Vehicle Allowance		511		411	808	808	808	386	409	434
Cellphone Allowance		600	132	102	120	120	120	51	54	58
Housing Allowances				218	554	554	554	188	199	211
Other benefits and allowances		724	68	741	741	741	741	203	216	229
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 507	5 692	4 538	5 771	5 771	5 771	6 083	6 448	6 835
% increase	4		62.3%	(20.3%)	27.2%			5.4%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		18 294	25 037	13 000	22 263	27 688	27 688	18 588	19 272	19 976
Pension and UIF Contributions		3 807	4 597	4 704	6 877	5 791	5 791	5 767	6 113	6 480
Medical Aid Contributions		1 409	2 613	2 181	4 125	2 719	2 719	2 861	3 004	3 154
Overtime		2 245	249	645	2 032	3 485	3 485	850	892	937
Performance Bonus		1 557	3 098	2 307				2 383	2 502	2 628
Motor Vehicle Allowance		3 978	3 587	2 907	2 492	4 684	4 684	2 696	2 857	3 029
Cellphone Allowance		35		120	124	124	124	4	4	4
Housing Allowances		303		617	1 587	299	299	790	829	871
Other benefits and allowances		931		1 496	1 855	963	963	8 197	8 688	9 210
Payments in lieu of leave										
Long service awards								100		
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 559	39 181	27 977	41 354	45 754	45 754	42 235	44 163	46 289
% increase	4		20.3%	(28.6%)	47.8%	10.6%		(7.7%)	4.6%	4.8%
Total Parent Municipality		44 645	55 467	43 017	58 148	62 744	62 744	59 538	62 391	65 493
% increase	4		24.2%	(22.4%)	35.2%	7.9%		(5.1%)	4.8%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		44 645	55 467	43 017	58 148	62 744	62 744	59 538	62 391	65 493
% increase	4		24.2%	(22.4%)	35.2%	7.9%		(5.1%)	4.8%	5.0%
TOTAL MANAGERS AND STAFF	5	36 066	44 873	32 515	47 126	51 525	51 525	48 318	50 611	53 124

Kwazulu-Natal: The New Big 5 False Bay(KZN276) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					5 041	5 441	5 441	5 892	6 359	6 862
Pension and UIF Contributions					191	191	191	210	226	243
Medical Aid Contributions										
Motor Vehicle Allowance					430	1 463	1 463	1 583	1 708	1 842
Cellphone Allowance					165	496	496	515	556	600
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					5 827	7 591	7 591	8 201	8 849	9 547
% increase	4					30.3%		8.0%	7.9%	7.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					3 383	3 479	3 479	3 762	4 053	4 365
Pension and UIF Contributions					89	89	89	95	103	111
Medical Aid Contributions					57	57	57	62	67	72
Overtime										
Performance Bonus										
Motor Vehicle Allowance					110	110	110	118	128	138
Cellphone Allowance					27	81	81	88	95	102
Housing Allowances					57	33	33	35	38	41
Other benefits and allowances					344	329	329	599	645	694
Payments in lieu of leave					45	45	45	48	52	56
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 112	4 223	4 223	4 808	5 180	5 581
% increase	4					2.7%		13.9%	7.7%	7.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					27 914	27 854	27 854	26 295	28 366	30 600
Pension and UIF Contributions					3 733	3 562	3 562	3 517	3 791	4 086
Medical Aid Contributions					2 025	1 921	1 921	2 078	2 241	2 416
Overtime					1 240	984	984	1 030	1 111	1 199
Performance Bonus										
Motor Vehicle Allowance					2 814	2 736	2 736	2 860	3 086	3 330
Cellphone Allowance					507	903	903	975	1 053	1 137
Housing Allowances					1 082	618	618	667	720	778
Other benefits and allowances					3 176	3 006	3 006	3 632	3 916	4 222
Payments in lieu of leave					910	766	766	880	946	1 018
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					43 401	42 349	42 349	41 933	45 231	48 787
% increase	4					(2.4%)		(1.0%)	7.9%	7.9%
Total Parent Municipality					53 339	54 163	54 163	54 942	59 260	63 915
% increase	4					1.5%		1.4%	7.9%	7.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					53 339	54 163	54 163	54 942	59 260	63 915
% increase	4					1.5%		1.4%	7.9%	7.9%
TOTAL MANAGERS AND STAFF	5				47 512	46 572	46 572	46 741	50 411	54 368

Kwazulu-Natal: Umkhanyakude(DC27) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		4 685	4 836	4 343	8 857	8 857	8 857	6 769	7 142	7 534
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					308	308	308	288	288	288
Housing Allowances										
Other benefits and allowances		1 559	2 117	2 378	2 245	656	656	402	402	402
Sub Total - Councillors		6 244	6 953	6 721	11 409	9 820	9 820	7 459	7 832	8 224
% increase	4		11.4%	(3.3%)	69.8%	(13.9%)		(24.0%)	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 757	3 739	4 012	6 873	6 071	6 071	6 296	6 296	6 296
Pension and UIF Contributions		167	90	67	10	10	10	10	10	10
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 311	2 606	2 303	62	62	62	62	62	62
Payments in lieu of leave		266								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 502	6 435	6 383	6 945	6 143	6 143	6 369	6 369	6 369
% increase	4		42.9%	(0.8%)	8.8%	(11.5%)		3.7%		
Other Municipal Staff										
Basic Salaries and Wages		45 704	79 688	89 750	82 743	79 755	79 755	74 892	74 892	74 892
Pension and UIF Contributions		10 160	14 386	16 706	13 964	13 964	13 964	14 425	14 743	15 657
Medical Aid Contributions					3 677	3 677	3 677	4 055	4 144	4 401
Overtime		2 671	3 084	3 379	714	714	714	500	511	543
Performance Bonus					7 361	7 361	7 361	7 913	7 913	7 913
Motor Vehicle Allowance					3 937	3 937	3 937	3 694	3 775	4 009
Cellphone Allowance					473	473	473	251	256	272
Housing Allowances		641	1 160	1 495	144	144	144	88	90	95
Other benefits and allowances		6 861	8 385	6 619	4 069	4 209	4 209	2 106	2 152	2 286
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		66 036	106 704	117 949	117 082	114 234	114 234	107 923	108 476	110 067
% increase	4		61.6%	10.5%	(0.7%)	(2.4%)		(5.5%)	0.5%	1.5%
Total Parent Municipality		76 782	120 092	131 052	135 437	130 198	130 198	121 751	122 676	124 661
% increase	4		56.4%	9.1%	3.3%	(3.9%)		(6.5%)	0.8%	1.6%
Board Members of Entities										
Basic Salaries and Wages						851	851	851	851	851
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities						851	851	851	851	851
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages			546	1 406	2 451	2 451	2 451	2 451	2 451	2 451
Pension and UIF Contributions			94	220						
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			255	485						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			895	2 112	2 451	2 451	2 451	2 451	2 451	2 451
% increase	4			136.0%	16.1%					
Other Staff of Entities										
Basic Salaries and Wages					531	2 502	2 502	2 692	2 692	2 692
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					531	2 502	2 502	2 692	2 692	2 692
% increase	4					371.1%		7.6%		
Total Municipal Entities			895	2 112	2 982	5 803	5 803	5 993	5 993	5 993
TOTAL SALARY, ALLOWANCES & BENEFITS		76 782	120 987	133 164	138 419	136 001	136 001	127 745	128 670	130 654
% increase	4		57.6%	10.1%	3.9%	(1.7%)		(6.1%)	0.7%	1.5%
TOTAL MANAGERS AND STAFF	5	70 539	114 034	126 443	127 010	125 330	125 330	119 435	119 988	121 579

Kwazulu-Natal: Mfolazi(KZN281) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 506	5 069	5 211	5 419	5 486	5 486	6 081	6 325	6 754
Pension and UIF Contributions								1 916	2 095	2 150
Medical Aid Contributions										
Motor Vehicle Allowance		1 518	1 503	1 975	1 564		1 564			
Cellphone Allowance		370	725	734	626		626			
Housing Allowances					163		163			
Other benefits and allowances								893	1 439	1 497
Sub Total - Councillors		6 393	7 298	7 920	7 772	5 486	7 839	8 890	9 859	10 401
% increase	4		14.1%	8.5%	(1.9%)	(29.4%)	42.9%	13.4%	10.9%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 400	2 477	2 701	3 527	2 646	2 646	3 738	3 960	4 075
Pension and UIF Contributions		6	200	191						
Medical Aid Contributions					128		128	128	128	128
Overtime										
Performance Bonus										
Motor Vehicle Allowance		721	1 034	1 233	1 518		1 518	1 315	1 656	1 754
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 127	3 710	4 124	5 173	2 646	4 292	5 181	5 743	5 957
% increase	4		18.6%	11.2%	25.4%	(48.9%)	62.2%	20.7%	10.9%	3.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 820	11 345	12 422	16 512	17 393	17 393	19 948	23 246	24 509
Pension and UIF Contributions		1 676	1 693	1 779	2 599	1 718	1 718	3 389	3 883	4 032
Medical Aid Contributions		707	1 084	1 141	1 725	1 725	1 725	2 059	2 174	2 216
Overtime		833	1 071	1 217	446	1 288	1 288	1 772	1 772	1 772
Performance Bonus		679	860	801	1 735	985	985	2 346	2 682	2 808
Motor Vehicle Allowance		707	863	887	1 927		1 927	2 767	2 787	2 973
Cellphone Allowance										
Housing Allowances		43	39	39	84	133	133	126	126	126
Other benefits and allowances		1 026	892	1 057	1 395					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		14 489	17 846	19 343	26 423	21 517	25 169	32 407	36 671	38 436
% increase	4		23.2%	8.4%	36.6%	(18.6%)	17.0%	28.8%	13.2%	4.8%
Total Parent Municipality		24 010	28 853	31 387	39 368	29 649	37 300	46 478	52 273	54 794
% increase	4		20.2%	8.8%	25.4%	(24.7%)	25.8%	24.6%	12.5%	4.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		24 010	28 853	31 387	39 368	29 649	37 300	46 478	52 273	54 794
% increase	4		20.2%	8.8%	25.4%	(24.7%)	25.8%	24.6%	12.5%	4.8%
TOTAL MANAGERS AND STAFF	5	17 616	21 556	23 467	31 596	24 163	29 461	37 588	42 414	44 393

Kwazulu-Natal: uMhlathuze(KZN282) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		10 895	13 450	14 349	15 409	15 409	15 409	16 488	17 477	18 613
Pension and UIF Contributions		1 636	2 019	2 144	2 311	2 311	2 311	2 474	2 622	2 792
Medical Aid Contributions		650	830	919	1 112	1 112	1 112	1 190	1 262	1 344
Motor Vehicle Allowance		2 922	3 642	3 752	3 987	3 987	3 987	4 266	4 522	4 816
Cellphone Allowance		831	1 251	1 458	1 420	1 665	1 665	1 518	1 609	1 713
Housing Allowances					244	244	244	262	277	295
Other benefits and allowances		215	216		245			235	249	265
Sub Total - Councillors		17 148	21 408	22 622	24 729	24 729	24 729	26 432	28 018	29 839
% increase	4		24.8%	5.7%	9.3%			6.9%	6.0%	6.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 740	4 893	4 652	8 842	8 643	8 643	9 333	9 847	10 487
Pension and UIF Contributions		467	457	478	720	603	603	695	679	723
Medical Aid Contributions		120	112	54	105	145	145	155	164	175
Overtime										
Performance Bonus		485	472	252	1 558	1 551	1 551	1 679	1 759	1 874
Motor Vehicle Allowance		1 476	1 466	711	1 145	1 068	1 068	1 132	1 168	1 244
Cellphone Allowance		120	113	108	187	183	183	196	208	221
Housing Allowances										
Other benefits and allowances		228	278	1 005	331	629	629	691	792	843
Payments in lieu of leave		259	333	31		143	143			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 895	8 127	7 290	12 889	12 964	12 964	13 880	14 618	15 568
% increase	4		2.9%	(10.3%)	76.8%	0.6%		7.1%	5.3%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		254 304	285 768	314 130	353 948	372 507	372 507	391 517	424 171	466 094
Pension and UIF Contributions		47 677	51 167	55 981	72 208	63 067	63 067	90 324	95 812	102 051
Medical Aid Contributions		22 103	24 794	27 489	31 524	30 325	30 325	36 250	38 428	40 929
Overtime		26 267	31 206	35 964	35 907	38 524	38 524	35 899	44 216	47 091
Performance Bonus									0	0
Motor Vehicle Allowance		26 511	30 418	32 160	36 210	37 938	37 938	40 359	42 815	45 600
Cellphone Allowance		1 087	1 297	2 026	3 388	2 642	2 642	3 511	3 695	3 939
Housing Allowances		3 672	3 270	3 565	3 939	4 387	4 387	4 204	4 463	4 757
Other benefits and allowances		32 322	35 204	37 250	41 644	41 800	41 800	34 618	36 045	38 390
Payments in lieu of leave		12 280	6 388	13 670	20 390	21 565	21 565	21 824	23 138	24 645
Long service awards										
Post-retirement benefit obligations		3 009	3 351	3 632	3 771	4 182	4 182	4 483	4 752	5 061
Sub Total - Other Municipal Staff		429 231	472 864	525 867	602 931	616 936	616 936	662 988	717 534	778 557
% increase	4		10.2%	11.2%	14.7%	2.3%		7.5%	8.2%	8.5%
Total Parent Municipality		454 274	502 399	555 779	640 548	654 629	654 629	703 300	760 169	823 964
% increase	4		10.6%	10.6%	15.3%	2.2%		7.4%	8.1%	8.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		454 274	502 399	555 779	640 548	654 629	654 629	703 300	760 169	823 964
% increase	4		10.6%	10.6%	15.3%	2.2%		7.4%	8.1%	8.4%
TOTAL MANAGERS AND STAFF	5	437 126	480 990	533 157	615 819	629 901	629 901	676 869	732 151	794 125

Kwazulu-Natal: uMlalazi(KZN284) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 446	9 999	8 477	11 232	11 026	11 026	10 777	11 532	12 339
Pension and UIF Contributions		1 047	567	555	860	837	837	705	755	807
Medical Aid Contributions		52	270	315	319	319	319	400	428	458
Motor Vehicle Allowance		2 135	2 178	1 614	3 995	3 995	3 995	2 052	2 195	2 349
Cellphone Allowance		53	674	918	1 193	1 193	1 193	1 167	1 249	1 336
Housing Allowances										
Other benefits and allowances				3 330	192	192	192	4 233	4 529	4 846
Sub Total - Councillors		12 733	13 688	15 209	17 792	17 564	17 564	19 335	20 688	22 136
% increase	4		7.5%	11.1%	17.0%	(1.3%)		10.1%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 479	3 624	3 871	5 448	5 448	5 448	4 891	5 234	5 600
Pension and UIF Contributions		744	102	58	296	296	296	265	283	303
Medical Aid Contributions										
Overtime										
Performance Bonus		591	156	237						
Motor Vehicle Allowance		615	609	714	1 022	1 022	1 022	858	918	982
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 429	4 491	4 881	6 766	6 766	6 766	6 014	6 435	6 885
% increase	4		(39.5%)	8.7%	38.6%			(11.1%)	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 825	32 055	40 027	56 604	47 878	47 878	66 553	71 212	74 148
Pension and UIF Contributions		6 953	7 917	8 610	12 793	10 374	10 374	14 134	15 231	16 297
Medical Aid Contributions		1 959	2 259	2 367	3 641	2 624	2 624	4 177	4 474	4 787
Overtime		5 093	3 515	3 330	4 975	5 011	5 011	3 926	4 201	4 495
Performance Bonus										
Motor Vehicle Allowance		2 205	2 291	2 841	2 911	3 783	3 783	4 428	4 733	5 065
Cellphone Allowance					157	157	157			
Housing Allowances		299	115	116	137	346	346	664	593	634
Other benefits and allowances		5 439	6 926	1 223	226	149	149	2 356	2 519	2 672
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		46 772	55 078	58 515	81 443	70 322	70 322	96 238	102 962	108 097
% increase	4		17.8%	6.2%	39.2%	(13.7%)		36.9%	7.0%	5.0%
Total Parent Municipality		66 934	73 257	78 604	106 002	94 652	94 652	121 587	130 085	137 118
% increase	4		9.4%	7.3%	34.9%	(10.7%)		28.5%	7.0%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 934	73 257	78 604	106 002	94 652	94 652	121 587	130 085	137 118
% increase	4		9.4%	7.3%	34.9%	(10.7%)		28.5%	7.0%	5.4%
TOTAL MANAGERS AND STAFF	5	54 201	59 569	63 396	88 209	77 088	77 088	102 252	109 397	114 982

Kwazulu-Natal: Mthonjaneni(KZN285) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 649	1 569	2 085	1 898	1 898	1 898	3 733	3 957	4 195
Pension and UIF Contributions		262	251	314	333	333	333	756	801	849
Medical Aid Contributions			34	43	44	44	44	100	106	112
Motor Vehicle Allowance		598	676	403	734	734	734	800	848	899
Cellphone Allowance		156	206	259	316	316	316	718	761	807
Housing Allowances										
Other benefits and allowances			107	40	42	42	42			
Sub Total - Councillors		2 666	2 843	3 143	3 366	3 366	3 366	6 107	6 474	6 862
% increase	4		6.7%	10.5%	7.1%			81.4%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 786	2 608	2 875	2 721	2 721	2 721	3 634	3 852	4 083
Pension and UIF Contributions			39	43				30	32	34
Medical Aid Contributions										
Overtime										
Performance Bonus		176		252	525	525	525	1 059	1 123	1 190
Motor Vehicle Allowance		204			686	686	686	705	747	792
Cellphone Allowance					24	24	24			
Housing Allowances										
Other benefits and allowances			641	591	4	4	4	76	80	85
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 166	3 287	3 761	3 959	3 959	3 959	5 504	5 834	6 184
% increase	4		51.7%	14.4%	5.3%			39.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 952	11 892	14 443	17 098	17 098	17 098	23 815	25 244	26 759
Pension and UIF Contributions		1 863	1 697	1 945	2 279	2 279	2 279	2 996	3 176	3 367
Medical Aid Contributions			695	980	1 231	1 231	1 231	3 659	3 878	4 111
Overtime			848	1 017	1 157	1 157	1 157	1 046	1 109	1 176
Performance Bonus		274		140				1 802	1 910	2 025
Motor Vehicle Allowance		166	597	629	660	660	660	1 901	2 015	2 136
Cellphone Allowance										
Housing Allowances				47						
Other benefits and allowances			573	724	931	864	864	1 594	1 689	1 790
Payments in lieu of leave										
Long service awards		32	60	37	250	250	250			
Post-retirement benefit obligations		(180)			100	100	100			
Sub Total - Other Municipal Staff		15 108	16 362	19 961	23 706	23 639	23 639	36 813	39 022	41 363
% increase	4		8.3%	22.0%	18.8%	(0.3%)		55.7%	6.0%	6.0%
Total Parent Municipality		19 940	22 493	26 865	31 031	30 964	30 964	48 424	51 329	54 409
% increase	4		12.8%	19.4%	15.5%	(0.2%)		56.4%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 940	22 493	26 865	31 031	30 964	30 964	48 424	51 329	54 409
% increase	4		12.8%	19.4%	15.5%	(0.2%)		56.4%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	17 274	19 649	23 722	27 665	27 598	27 598	42 317	44 856	47 547

Kwazulu-Natal: Nkandla(KZN286) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		5 018	5 290	7 488	4 941	4 941	4 941	5 859	6 222	6 590
Pension and UIF Contributions		673	762							
Medical Aid Contributions										
Motor Vehicle Allowance					1 788	1 788	1 788	1 953	2 074	2 197
Cellphone Allowance		302	323		626	626	626	609	646	684
Housing Allowances										
Other benefits and allowances		139	1 414	36	269	269	269	105	111	118
Sub Total - Councillors		6 132	7 789	7 524	7 623	7 623	7 623	8 526	9 054	9 589
% increase	4		27.0%	(3.4%)	1.3%			11.8%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		733	4 877	2 765	2 692	2 692	2 692	4 004	4 253	4 504
Pension and UIF Contributions					1	1	1	3	3	3
Medical Aid Contributions					(1 703)	(1 703)	(1 703)			
Overtime					(17)	(17)	(17)			
Performance Bonus				62						
Motor Vehicle Allowance				736	933	933	933	933	991	1 050
Cellphone Allowance					(284)	(284)	(284)	56	60	63
Housing Allowances				175	172	172	172	261	277	294
Other benefits and allowances					4	4	4			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		733	4 877	3 738	1 799	1 799	1 799	5 258	5 584	5 914
% increase	4		565.2%	(23.4%)	(51.9%)			192.3%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		11 961	8 098	18 016	20 971	22 024	22 024	27 019	30 652	32 491
Pension and UIF Contributions		1 866	4 416	2 726	3 787	3 787	3 787	4 141	4 398	4 657
Medical Aid Contributions		651	90	945	1 849	1 849	1 849	1 762	1 871	1 981
Overtime		256	824	275	747	747	747	812	862	913
Performance Bonus		509	2 031	1 244	1 748	1 748	1 748			
Motor Vehicle Allowance				3 004	3 396	3 396	3 396	2 593	2 754	2 916
Cellphone Allowance		101	386		332	332	332	300	319	337
Housing Allowances		320	772	35	47	47	47	312	331	350
Other benefits and allowances		2 554	620	998	641	641	641	2 507	599	603
Payments in lieu of leave			1 939							
Long service awards					70	70	70			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 219	19 177	27 244	33 589	34 642	34 642	39 445	41 785	44 250
% increase	4		5.3%	42.1%	23.3%	3.1%		13.9%	5.9%	5.9%
Total Parent Municipality		25 084	31 843	38 505	43 011	44 064	44 064	53 229	56 423	59 752
% increase	4		26.9%	20.9%	11.7%	2.4%		20.8%	6.0%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 084	31 843	38 505	43 011	44 064	44 064	53 229	56 423	59 752
% increase	4		26.9%	20.9%	11.7%	2.4%		20.8%	6.0%	5.9%
TOTAL MANAGERS AND STAFF	5	18 952	24 053	30 981	35 388	36 441	36 441	44 703	47 369	50 164

Kwazulu-Natal: King Cetshwayo(DC28) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 830	8 090	5 457	6 628	6 628	6 628	6 628	7 059	7 518
Pension and UIF Contributions		693	724	595	723	723	723	723	770	820
Medical Aid Contributions				177	215	215	215	215	228	243
Motor Vehicle Allowance				2 265	2 751	2 751	2 751	2 751	2 930	3 120
Cellphone Allowance				368	447	447	447	447	476	507
Housing Allowances										
Other benefits and allowances				533	1 491	1 241	1 185	1 458	1 540	1 627
Sub Total - Councillors		8 523	8 814	9 395	12 255	12 005	11 949	12 221	13 003	13 836
% increase	4		3.4%	6.6%	30.4%	(2.0%)	(0.5%)	2.3%	6.4%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 620	4 075	5 513	9 289	9 258	8 908	9 579	10 403	11 294
Pension and UIF Contributions		70	206	338	421	421	421	453	483	514
Medical Aid Contributions				38	49	49	49	52	55	59
Overtime										
Performance Bonus		706	866	736	1 226	1 226	1 226	1 290	1 374	1 463
Motor Vehicle Allowance		1 541	1 411	1 624	1 491	1 491	1 491	1 569	1 671	1 779
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		180	93	6	111	111	111	116	123	131
Payments in lieu of leave										
Long service awards		146								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 262	6 652	8 254	12 588	12 557	12 207	13 059	14 109	15 240
% increase	4		(8.4%)	24.1%	52.5%	(0.2%)	(2.8%)	7.0%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		59 407	70 884	84 110	111 959	99 127	98 761	119 700	128 460	136 802
Pension and UIF Contributions		5 659	16 648	11 161	14 955	18 382	18 382	21 596	22 999	24 494
Medical Aid Contributions		8 594		8 614	9 952	7 300	7 300	10 012	10 663	11 356
Overtime		7 040	6 054	5 232	6 669	4 295	4 295	939	1 000	1 065
Performance Bonus										
Motor Vehicle Allowance		4 828	6 823	8 208	12 452	10 854	10 854	15 117	16 099	17 146
Cellphone Allowance										
Housing Allowances		2 419	2 359	2 402	2 349	4 433	4 433	5 250	5 591	5 955
Other benefits and allowances					1 053	2 451	2 451	2 161	2 301	2 451
Payments in lieu of leave					3 434	2 998	2 998	6 518	6 942	7 393
Long service awards					325					
Post-retirement benefit obligations		4 283	1 404	4 229	4 047					
Sub Total - Other Municipal Staff		92 231	104 172	123 956	167 194	149 841	149 474	181 293	194 057	206 662
% increase	4		12.9%	19.0%	34.9%	(10.4%)	(0.2%)	21.3%	7.0%	6.5%
Total Parent Municipality		108 015	119 638	141 605	192 037	174 403	173 630	206 573	221 168	235 738
% increase	4		10.8%	18.4%	35.6%	(9.2%)	(0.4%)	19.0%	7.1%	6.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		108 015	119 638	141 605	192 037	174 403	173 630	206 573	221 168	235 738
% increase	4		10.8%	18.4%	35.6%	(9.2%)	(0.4%)	19.0%	7.1%	6.6%
TOTAL MANAGERS AND STAFF	5	99 493	110 824	132 210	179 782	162 397	161 681	194 352	208 165	221 902

Kwazulu-Natal: Mandeni(KZN291) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 928	6 767	7 155	7 960	7 960	7 960	9 248	9 747	10 312
Pension and UIF Contributions										
Medical Aid Contributions					692	692	692	692	729	771
Motor Vehicle Allowance		1 372	1 329	1 390	1 200	1 200	1 200	1 200	1 264	1 338
Cellphone Allowance		430	671	710	745	745	745	745	785	831
Housing Allowances		298	393	389	695	695	695	695	733	776
Other benefits and allowances										
Sub Total - Councillors		8 029	9 159	9 644	11 292	11 292	11 292	12 580	13 259	14 028
% increase	4		14.1%	5.3%	17.1%			11.4%	5.4%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	756			4 622	4 622	4 622	4 909	5 174	5 474
Pension and UIF Contributions					368	368	368	371	391	414
Medical Aid Contributions		11			160	160	160	161	169	179
Overtime										
Performance Bonus				96	699	699	699	352	371	393
Motor Vehicle Allowance					933	933	933	933	984	1 041
Cellphone Allowance					80	80	80	80	85	90
Housing Allowances		289			88	88	88	88	92	98
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 056		96	6 951	6 951	6 951	6 894	7 266	7 688
% increase	4		(100.0%)		7117.2%			(0.8%)	5.4%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 745	29 624	41 771	43 974	43 974	43 974	50 976	53 729	56 845
Pension and UIF Contributions		3 649	4 957	6 142	3 147	3 147	3 147	3 168	3 339	3 533
Medical Aid Contributions		1 733	2 076	2 965	1 628	1 628	1 628	1 630	1 718	1 817
Overtime		856	706	642	229	229	229	155	163	173
Performance Bonus										
Motor Vehicle Allowance		730	1 417	2 038	4 069	4 069	4 069	4 706	4 960	5 247
Cellphone Allowance		139	271	318	236	236	236	180	190	201
Housing Allowances		18	23	38	381	381	381	251	265	280
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		28 870	39 074	53 915	53 663	53 663	53 663	61 066	64 363	68 096
% increase	4		35.3%	38.0%	(0.5%)			13.8%	5.4%	5.8%
Total Parent Municipality		37 954	48 233	63 655	71 906	71 906	71 906	80 539	84 888	89 812
% increase	4		27.1%	32.0%	13.0%			12.0%	5.4%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 954	48 233	63 655	71 906	71 906	71 906	80 539	84 888	89 812
% increase	4		27.1%	32.0%	13.0%			12.0%	5.4%	5.8%
TOTAL MANAGERS AND STAFF	5	29 926	39 074	54 011	60 614	60 614	60 614	67 960	71 629	75 784

Kwazulu-Natal: KwaDukuza(KZN292) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 452	10 250	10 870	14 225	12 724	12 724	14 958	16 035	17 141
Pension and UIF Contributions		1 180	1 309	1 388		1 353	1 353			
Medical Aid Contributions		161	148	157		148	148			
Motor Vehicle Allowance		3 594	3 797	4 026	4 725	4 665	4 665	4 956	5 313	5 679
Cellphone Allowance		743	1 103	1 170	1 239	1 239	1 239	1 261	1 352	1 445
Housing Allowances										
Other benefits and allowances								60	65	69
Sub Total - Councillors		15 130	16 608	17 612	20 189	20 129	20 129	21 235	22 764	24 334
% increase	4		9.8%	6.0%	14.6%	(0.3%)		5.5%	7.2%	6.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 213	4 935	6 787	6 884	6 884	6 884	9 265	9 933	10 618
Pension and UIF Contributions		778	824	804		1 037	1 037	1 405	1 506	1 610
Medical Aid Contributions		156	116	113						
Overtime										
Performance Bonus		119	517	510		226	226	868	930	994
Motor Vehicle Allowance		576	699	580	1 658	1 658	1 658	1 063	1 139	1 218
Cellphone Allowance		74	65	90		95	95	122	131	140
Housing Allowances										
Other benefits and allowances		240	60	45	1 502	143	143	240	258	275
Payments in lieu of leave								256	275	294
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 155	7 215	8 928	10 044	10 044	10 044	13 220	14 172	15 149
% increase	4		0.8%	23.7%	12.5%			31.6%	7.2%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		110 612	124 197	133 831	160 608	155 731	155 731	180 855	193 877	207 254
Pension and UIF Contributions		23 851	23 683	30 685	46 678	33 513	33 513	38 206	40 956	43 782
Medical Aid Contributions		10 175	11 949	13 510	15 070	15 770	15 770	18 383	19 706	21 066
Overtime		22 511	29 830	34 780	34 316	38 409	38 409	22 449	24 065	25 726
Performance Bonus										
Motor Vehicle Allowance		8 308	8 775	9 097	11 991	10 268	10 268	14 989	16 068	17 177
Cellphone Allowance		474	475	657	1 321	1 232	1 232	1 222	1 310	1 401
Housing Allowances		567	529	557	679	928	928	831	890	952
Other benefits and allowances		7 679	7 050	5 222	6 197	8 934	8 934	11 223	12 031	12 861
Payments in lieu of leave		9 383	14 326	14 137	19 182	19 667	19 667	22 233	23 834	25 478
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		193 560	220 813	242 476	296 041	284 451	284 451	310 390	332 739	355 698
% increase	4		14.1%	9.8%	22.1%	(3.9%)		9.1%	7.2%	6.9%
Total Parent Municipality		215 845	244 636	269 016	326 273	314 623	314 623	344 845	369 674	395 181
% increase	4		13.3%	10.0%	21.3%	(3.6%)		9.6%	7.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		215 845	244 636	269 016	326 273	314 623	314 623	344 845	369 674	395 181
% increase	4		13.3%	10.0%	21.3%	(3.6%)		9.6%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	200 715	228 028	251 404	306 084	294 494	294 494	323 610	346 910	370 847

Kwazulu-Natal: Ndwedwe(KZN293) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages					7 259	7 259	7 259	7 767	8 233	8 825
Pension and UIF Contributions					958	958	958	1 025	1 099	1 178
Medical Aid Contributions					243	243	243	260	279	299
Motor Vehicle Allowance					1 045	1 045	1 045	1 119	1 199	1 285
Cellphone Allowance					825	825	825	883	947	1 015
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					10 331	10 331	10 331	11 054	11 757	12 603
% increase	4							7.0%	6.4%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 055	3 055	3 055	3 072	3 306	3 557
Pension and UIF Contributions					56	56	56	56	60	64
Medical Aid Contributions					79	79	79	69	74	79
Overtime										
Performance Bonus					102	102	102	105	113	121
Motor Vehicle Allowance					955	873	873	1 090	1 169	1 249
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 247	4 165	4 165	4 393	4 722	5 071
% increase	4					(1.9%)		5.5%	7.5%	7.4%
Other Municipal Staff										
Basic Salaries and Wages					23 815	20 620	20 620	28 739	30 681	32 821
Pension and UIF Contributions					3 521	3 025	3 025	4 329	4 618	4 937
Medical Aid Contributions					1 232	1 218	1 218	1 413	1 506	1 610
Overtime					450	450	450	450	480	514
Performance Bonus										
Motor Vehicle Allowance					1 339	1 042	1 042	815	867	928
Cellphone Allowance										
Housing Allowances					130	130	130	133	142	152
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					30 486	26 486	26 486	35 879	38 295	40 961
% increase	4					(13.1%)		35.5%	6.7%	7.0%
Total Parent Municipality					45 064	40 982	40 982	51 326	54 773	58 635
% increase	4					(9.1%)		25.2%	6.7%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					45 064	40 982	40 982	51 326	54 773	58 635
% increase	4					(9.1%)		25.2%	6.7%	7.0%
TOTAL MANAGERS AND STAFF	5				34 734	30 651	30 651	40 272	43 017	46 031

Kwazulu-Natal: Maphumulo(KZN294) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 807	1 364	5 089	4 003	4 504	4 504	4 774	5 061	5 364
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		723	1 147	455	1 252	1 501	1 501	1 591	1 687	1 788
Cellphone Allowance		208	339	111	491	459	459	459	459	459
Housing Allowances										
Other benefits and allowances		29	50	17		54	54	58	61	65
Sub Total - Councillors		4 768	2 899	5 672	5 746	6 519	6 519	6 882	7 268	7 676
% increase	4		(39.2%)	95.6%	1.3%	13.4%		5.6%	5.6%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		1 826	1 472	2 400	3 272	1 525	1 525	1 632	1 756	1 882
Pension and UIF Contributions		89	165	262	182	182	182	194	209	224
Medical Aid Contributions					350	0	0	50	54	58
Overtime										
Performance Bonus								250	269	288
Motor Vehicle Allowance		624	430	628	184	184	184	197	212	227
Cellphone Allowance					17	17	17	18	20	21
Housing Allowances						2	2	2	2	2
Other benefits and allowances		384	8		12	12	12	13	14	15
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 923	2 075	3 290	4 017	1 922	1 922	2 356	2 535	2 718
% increase	4		(29.0%)	58.5%	22.1%	(52.2%)		22.6%	7.6%	7.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 899	11 010	15 910	19 727	19 338	19 338	19 357	22 516	24 137
Pension and UIF Contributions		(15)	1 299	1 788	2 038	2 156	2 156	2 306	2 481	2 660
Medical Aid Contributions		543	650	898	1 050	972	972	1 070	1 152	1 235
Overtime										
Performance Bonus								53	57	61
Motor Vehicle Allowance		(264)	416	537	1 360	883	883	69	74	79
Cellphone Allowance		40	28	31	69	53	53	69	74	79
Housing Allowances		61	51	57	69	52	52	82	89	95
Other benefits and allowances		914	153	209	1 163	288	288	1 249	1 344	1 441
Payments in lieu of leave						250	250	55	59	63
Long service awards										
Post-retirement benefit obligations				176						
Sub Total - Other Municipal Staff		12 178	13 606	19 607	25 475	23 993	23 993	24 310	27 845	29 849
% increase	4		11.7%	44.1%	29.9%	(5.8%)		1.3%	14.5%	7.2%
Total Parent Municipality		19 869	18 581	28 569	35 237	32 433	32 433	33 549	37 648	40 244
% increase	4		(6.5%)	53.8%	23.3%	(8.0%)		3.4%	12.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 869	18 581	28 569	35 237	32 433	32 433	33 549	37 648	40 244
% increase	4		(6.5%)	53.8%	23.3%	(8.0%)		3.4%	12.2%	6.9%
TOTAL MANAGERS AND STAFF	5	15 101	15 681	22 897	29 491	25 914	25 914	26 666	30 380	32 568

Kwazulu-Natal: iLembe(DC29) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 853	5 036	5 502	3 195	3 195	3 195	11 135	11 914	12 748
Pension and UIF Contributions		414			455	455	455	487	521	558
Medical Aid Contributions					18	18	18	19	21	22
Motor Vehicle Allowance		1 104			1 223	1 223	1 223	1 309	1 400	1 498
Cellphone Allowance		230			370	370	370	396	424	454
Housing Allowances										
Other benefits and allowances					64	64	64	68	73	78
Sub Total - Councillors		4 601	5 036	5 502	5 326	5 326	5 326	13 414	14 353	15 358
% increase	4		9.5%	9.2%	(3.2%)			151.9%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 301	2 843	3 335	2 999	2 999	2 999	4 094	4 381	4 688
Pension and UIF Contributions			8	7	46	46	46	49	53	57
Medical Aid Contributions										
Overtime										
Performance Bonus		388	42	43	360	360	360	385	412	441
Motor Vehicle Allowance		194	470	501	551	551	551	590	631	675
Cellphone Allowance			53	57						
Housing Allowances			96	87						
Other benefits and allowances			41	9						
Payments in lieu of leave			67	28						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 884	3 620	4 066	3 957	3 957	3 957	5 119	5 477	5 860
% increase	4		(6.8%)	12.3%	(2.7%)			29.4%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		38 424	42 390	48 365	50 185	50 185	50 185	79 516	85 082	91 038
Pension and UIF Contributions		5 822	8 006	7 801	8 121	8 121	8 121	10 747	11 499	12 304
Medical Aid Contributions		2 329	3 510	3 910	3 960	3 960	3 960	5 263	5 631	6 026
Overtime		1 747	2 883	3 519	3 262	3 262	3 262	3 490	3 735	3 996
Performance Bonus		3 493	3 989	4 106	3 944	3 944	3 944	4 370	4 676	5 003
Motor Vehicle Allowance		1 164	1 661	1 200	1 193	1 193	1 193	2 875	3 076	3 292
Cellphone Allowance								419	449	480
Housing Allowances		582	127	209	318	318	318	448	479	513
Other benefits and allowances		4 657	5 321	3 530	1 560	1 560	1 560	4 408	4 716	5 047
Payments in lieu of leave			212	215	3 239	3 239	3 239	4 464	4 777	5 111
Long service awards			4 224							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 218	72 324	72 855	75 782	75 782	75 782	116 001	124 121	132 809
% increase	4		24.2%	0.7%	4.0%			53.1%	7.0%	7.0%
Total Parent Municipality		66 703	80 979	82 423	85 065	85 065	85 065	134 534	143 951	154 028
% increase	4		21.4%	1.8%	3.2%			58.2%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 703	80 979	82 423	85 065	85 065	85 065	134 534	143 951	154 028
% increase	4		21.4%	1.8%	3.2%			58.2%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	62 101	75 943	76 921	79 739	79 739	79 739	121 119	129 598	138 670

Kwazulu-Natal: Greater Kokstad(KZN433) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 934	2 691		2 996	3 646	3 646	4 902	5 235	5 591
Pension and UIF Contributions			383		737	337	337	361	385	412
Medical Aid Contributions			169		378	228	228	244	260	278
Motor Vehicle Allowance		1 012	658		1 107	357	357	382	408	435
Cellphone Allowance		290	242		238	318	318	340	363	388
Housing Allowances			279		611	611	611	653	698	745
Other benefits and allowances		32	149		42	52	52	55	59	63
Sub Total - Councillors		4 268	4 571		6 109	5 549	5 549	6 937	7 409	7 912
% increase	4		7.1%	(100.0%)		(9.2%)		25.0%	6.8%	6.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 778	5 791		3 681	3 681	3 681	3 041	3 248	3 469
Pension and UIF Contributions		49	519		499	499	499	300	321	343
Medical Aid Contributions			439		422	422	422	130	139	148
Overtime										
Performance Bonus		577			3 040	2 169	2 169	683	731	780
Motor Vehicle Allowance		963	1 390		1 534	1 534	1 534	1 165	1 246	1 331
Cellphone Allowance		97	147		146	146	146	87	93	100
Housing Allowances		229	643		601	601	601	207	221	236
Other benefits and allowances		427	258		97	97	97	97	104	111
Payments in lieu of leave			70		535	535	535	535	572	611
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 120	9 257		10 555	9 684	9 684	6 244	6 675	7 129
% increase	4		80.8%	(100.0%)		(8.3%)		(35.5%)	6.9%	6.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 159	49 209		60 652	59 054	59 054	66 825	71 370	76 039
Pension and UIF Contributions		10 547	11 012		10 625	11 023	11 023	11 985	12 800	13 670
Medical Aid Contributions		3 075	4 590		6 313	6 643	6 643	7 399	7 902	8 587
Overtime		1 528	2 293		2 672	3 071	3 071	3 262	3 484	3 721
Performance Bonus		2 217						1 638	1 748	1 867
Motor Vehicle Allowance		3 184	1 713		1 186	1 086	1 086	1 639	1 748	1 867
Cellphone Allowance		271	226		176	203	203	285	305	325
Housing Allowances		1 675	1 141		2 122	2 125	2 125	2 710	2 894	3 126
Other benefits and allowances		5 868	4 315		1 371	8 602	8 602	11 030	11 780	12 581
Payments in lieu of leave			827		1 275	1 290	1 290	1 414	1 509	1 612
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		80 524	75 326		86 393	93 097	93 097	108 188	115 539	123 396
% increase	4		(6.5%)	(100.0%)		7.8%		16.2%	6.8%	6.8%
Total Parent Municipality		89 912	89 154		103 056	108 329	108 329	121 370	129 623	138 437
% increase	4		(0.8%)	(100.0%)		5.1%		12.0%	6.8%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		89 912	89 154		103 056	108 329	108 329	121 370	129 623	138 437
% increase	4		(0.8%)	(100.0%)		5.1%		12.0%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	85 644	84 583		96 948	102 781	102 781	114 433	122 214	130 525

Kwazulu-Natal: Ubuhlebezwe(KZN434) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 893	4 278	3 978	4 593			6 223	6 534	6 861
Pension and UIF Contributions		465	491	492	548			726	762	800
Medical Aid Contributions										
Motor Vehicle Allowance		1 361	1 661	1 968	1 724			2 010	2 111	2 217
Cellphone Allowance		284	391	428	526			652	685	719
Housing Allowances										
Other benefits and allowances		136	72	72	166			244	256	269
Sub Total - Councillors		6 139	6 893	6 938	7 556			9 855	10 348	10 865
% increase	4		12.3%	0.6%	8.9%	(100.0%)			5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	6 775	3 818	3 818	3 053			3 205	3 366	3 534
Pension and UIF Contributions		2	138	138				194	204	214
Medical Aid Contributions		3			356					
Overtime										
Performance Bonus		553	607	607	636			1 193	1 253	1 315
Motor Vehicle Allowance			553	553	116			712	748	785
Cellphone Allowance		53								
Housing Allowances		3								
Other benefits and allowances		2	33	33				135	142	149
Payments in lieu of leave		5								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 395	5 148	5 148	4 161			5 440	5 712	5 997
% increase	4		(30.4%)		(19.2%)	(100.0%)			5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 775	20 418	24 283	26 976			32 500	34 125	35 831
Pension and UIF Contributions		3 215	3 893	4 031	6 885			7 690	8 074	8 478
Medical Aid Contributions		1 374	1 065	1 065	3 318			2 404	2 524	2 651
Overtime		388	662	662	3 509			2 957	3 105	3 260
Performance Bonus			1 403	539	3 446			5 421	5 692	5 976
Motor Vehicle Allowance		2 134	685	1 237	3 089			1 227	1 289	1 353
Cellphone Allowance		384	22	22	129					
Housing Allowances		27	32	32	11			17	18	19
Other benefits and allowances		468	254	1 710	2 841			2 542	2 669	2 803
Payments in lieu of leave										
Long service awards			75	75	771			369	387	407
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		21 765	28 509	33 657	50 975			55 127	57 883	60 777
% increase	4		31.0%	18.1%	51.5%	(100.0%)			5.0%	5.0%
Total Parent Municipality		35 300	40 550	45 743	62 692			70 421	73 942	77 640
% increase	4		14.9%	12.8%	37.1%	(100.0%)			5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 300	40 550	45 743	62 692			70 421	73 942	77 640
% increase	4		14.9%	12.8%	37.1%	(100.0%)			5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	29 161	33 657	38 805	55 135			60 566	63 595	66 774

Kwazulu-Natal: Umzimkhulu(KZN435) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		8 652	9 521	10 583	8 424	8 473	8 473	9 037	9 669	10 385
Pension and UIF Contributions		767	872	953	1 866	1 808	1 808	1 808	1 935	2 078
Medical Aid Contributions		74	101	146	691	530	530	530	567	609
Motor Vehicle Allowance		1 396	1 294	894	2 275	1 651	1 651	1 651	1 767	1 898
Cellphone Allowance		1 015	1 310	1 099	541	1 305	1 305	1 305	1 397	1 500
Housing Allowances					835	875	875	875	936	1 005
Other benefits and allowances					334	156	156	506	541	581
Sub Total - Councillors		11 905	13 099	13 676	14 968	14 798	14 798	15 712	16 812	18 056
% increase	4		10.0%	4.4%	9.4%	(1.1%)		6.2%	7.0%	7.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 680	2 583	2 982	5 394	5 392	5 392	5 742	6 144	6 599
Pension and UIF Contributions		558	588	683	59	60	60	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus			302	473	485	593	593	632	676	726
Motor Vehicle Allowance		1 077	1 076	1 155						
Cellphone Allowance		75	72	78	78	144	144	144	154	165
Housing Allowances		88	59	143						
Other benefits and allowances		148	110	46		77	77	77	83	89
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 626	4 791	5 560	6 017	6 266	6 266	6 606	7 068	7 591
% increase	4		3.6%	16.1%	8.2%	4.1%		5.4%	7.0%	7.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 520	28 048	31 952	30 973	32 202	32 202	35 708	38 208	41 035
Pension and UIF Contributions		2 397	3 243	3 749	4 639	4 929	4 929	5 356	5 731	6 155
Medical Aid Contributions		959	1 471	1 975	1 850	2 366	2 366	2 390	2 557	2 746
Overtime		277	429	675	718	993	993	992	1 062	1 140
Performance Bonus		978	1 999	2 480	2 542	2 770	2 770	3 074	3 289	3 532
Motor Vehicle Allowance		1 052	1 509	1 733	1 428	2 520	2 520	2 700	2 889	3 103
Cellphone Allowance					158	359	359	363	388	417
Housing Allowances		932	1 051	1 098	1 038	1 133	1 133	1 176	1 258	1 352
Other benefits and allowances		439	2 100	1 974	159	2 955	2 955	3 162	3 383	3 633
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 555	39 849	45 636	43 505	50 226	50 226	54 921	58 765	63 114
% increase	4		22.4%	14.5%	(4.7%)	15.4%		9.3%	7.0%	7.4%
Total Parent Municipality		49 085	57 739	64 872	64 489	71 290	71 290	77 239	82 646	88 762
% increase	4		17.6%	12.4%	(0.6%)	10.5%		8.3%	7.0%	7.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		49 085	57 739	64 872	64 489	71 290	71 290	77 239	82 646	88 762
% increase	4		17.6%	12.4%	(0.6%)	10.5%		8.3%	7.0%	7.4%
TOTAL MANAGERS AND STAFF	5	37 180	44 640	51 196	49 521	56 492	56 492	61 527	65 834	70 705

Kwazulu-Natal: Dr Nkosazana Dlamini Zuma(KZN436) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					8 055	8 685	5 606	9 838	10 401	10 998
Pension and UIF Contributions										
Medical Aid Contributions							345			
Motor Vehicle Allowance					209	215	310	249	267	285
Cellphone Allowance					183	171	1 006	290	311	333
Housing Allowances					461	459	392	459	486	514
Other benefits and allowances										
Sub Total - Councillors					8 909	9 530	7 659	10 836	11 464	12 129
% increase	4					7.0%	(19.6%)	41.5%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					2 748	2 544	2 544	2 737	2 934	3 137
Pension and UIF Contributions					42	42	42	45	48	52
Medical Aid Contributions					48	48	48	52	55	59
Overtime										
Performance Bonus					197	197	197	212	227	243
Motor Vehicle Allowance					200	200	200	215	231	247
Cellphone Allowance					7	7	7	8	8	9
Housing Allowances					70	70	70	75	80	86
Other benefits and allowances					27	27	27	29	31	33
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 339	3 135	3 135	3 373	3 616	3 866
% increase	4					(6.1%)		7.6%	7.2%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					34 014	31 340	27 736	35 702	38 413	40 534
Pension and UIF Contributions					4 359	4 184	3 533	7 497	7 564	7 930
Medical Aid Contributions					1 467	1 431	1 332	1 596	1 649	1 737
Overtime					1 149	1 105	1 059	1 328	1 328	1 389
Performance Bonus					2 955	2 821	2 398	3 870	3 987	4 203
Motor Vehicle Allowance					1 115	995	921	1 202	1 176	1 225
Cellphone Allowance					100	100	100	130	127	132
Housing Allowances					200	200	73	315	540	809
Other benefits and allowances					1 979	1 952	2 007	2 535	2 503	2 613
Payments in lieu of leave					145	145	145	189	185	192
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					47 482	44 271	39 303	54 365	57 472	60 765
% increase	4					(6.8%)	(11.2%)	38.3%	5.7%	5.7%
Total Parent Municipality					59 730	56 936	50 098	68 574	72 552	76 760
% increase	4					(4.7%)	(12.0%)	36.9%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					59 730	56 936	50 098	68 574	72 552	76 760
% increase	4					(4.7%)	(12.0%)	36.9%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5				50 821	47 406	42 438	57 738	61 087	64 631

Kwazulu-Natal: Harry Gwala(DC43) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 134	3 559	4 513	4 964	4 964	4 964	5 361	5 790	6 253
Pension and UIF Contributions		233	265	336	369	369	369	399	431	465
Medical Aid Contributions		55	62	79	87	87	87	94	101	110
Motor Vehicle Allowance		688	782	991	1 090	1 090	1 090	1 178	1 272	1 374
Cellphone Allowance		151	172	218	239	239	239	259	279	302
Housing Allowances										
Other benefits and allowances		360	409	519	570	570	570	616	665	719
Sub Total - Councillors		4 622	5 249	6 655	7 321	7 321	7 321	7 906	8 539	9 222
% increase	4		13.6%	26.8%	10.0%			8.0%	8.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 330	4 201	4 401	4 793	4 793	4 793	5 267	5 688	6 144
Pension and UIF Contributions		2	3	3	3	3	3	3	3	4
Medical Aid Contributions		4	4	5	5	5	5	6	6	7
Overtime										
Performance Bonus		460	580	608				727	786	848
Motor Vehicle Allowance		2 082	2 626	2 751	2 996	2 996	2 996	3 293	3 556	3 841
Cellphone Allowance		97	123	129	140	140	140	154	167	180
Housing Allowances										
Other benefits and allowances		3	4	4	4	4	4	5	5	5
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 978	7 541	7 900	7 942	7 942	7 942	9 455	10 212	11 028
% increase	4		26.1%	4.8%	0.5%			19.1%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 914	73 262	79 364	85 180	87 180	87 180	96 330	103 657	111 551
Pension and UIF Contributions		8 947	11 286	11 823	12 877	12 877	12 877	14 151	15 283	16 506
Medical Aid Contributions		1 236	1 559	1 634	1 779	1 779	1 779	1 955	2 112	2 281
Overtime		1 105	1 394	1 460	1 590	1 590	1 590	1 747	1 887	2 038
Performance Bonus		4 903	6 185	6 479	7 057	7 057	7 057	7 755	8 375	9 045
Motor Vehicle Allowance		2 254	2 843	2 978	3 244	3 244	3 244	3 564	3 850	4 158
Cellphone Allowance		384	485	508	553	553	553	608	657	709
Housing Allowances		33	42	44	48	48	48	53	57	62
Other benefits and allowances		1 474	1 859	1 948	2 121	2 121	2 121	2 331	2 518	2 719
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		73 250	98 915	106 238	114 449	116 449	116 449	128 495	138 395	149 069
% increase	4		35.0%	7.4%	7.7%	1.7%		10.3%	7.7%	7.7%
Total Parent Municipality		83 850	111 705	120 793	129 711	131 711	131 711	145 856	157 145	169 319
% increase	4		33.2%	8.1%	7.4%	1.5%		10.7%	7.7%	7.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		83 850	111 705	120 793	129 711	131 711	131 711	145 856	157 145	169 319
% increase	4		33.2%	8.1%	7.4%	1.5%		10.7%	7.7%	7.7%
TOTAL MANAGERS AND STAFF	5	79 228	106 456	114 138	122 391	124 391	124 391	137 950	148 607	160 097